

France suspends CIC sell-off

By David Owen in Paris

France's privatisation programme suffered a new blow yesterday when the government announced it was calling off the sale of a majority stake in CIC, the country's fifth-largest commercial bank.

The move followed a ruling by the government's independent privatisation commission that one of the two offers received for the group - from Société Générale, another large French bank - did not comply with the government's sales requirements. The sale, scheduled for the end of the year, has faced political opposition and concern

about the number of bidders and the size of their offers.

There have been protests about the sale from regional interests concerned about the possible loss of the strong identities of the 11 banks in the group.

Mr Jean Arthuis, finance minister, recently emphasised the government would demand that the purchaser respected the local character and regional identity of the 11 banks in the CIC group. Conditions of the sale included a stipulation that the buyer respect non-life and life assurance agreements with GAN, the state-owned insurance group which owns CIC.

Both SocGen and Banque

Nationale de Paris, whose bid was judged to have met sales requirements, are understood to have offered about FF8bn for the 67 per cent stake. Acceptance of such a sum would have forced GAN to record a substantial capital loss.

Mr Arthuis yesterday insisted the government remained determined to sell CIC. The privatisation was "an obligation GAN accepted when it was recapitalised two years ago".

The minister also indicated that the government still planned to sell GAN, but said he did not think the two institutions could be sold at the same time.

Yesterday's capitulation is

likely to encourage the vocal critics of the government's plans to sell the Thomson electronics group to the Lagardère group for a symbolic FF1, in a deal that would result in the controversial transfer of Thomson's consumer electronics arm to Daewoo of Korea.

The privatisation commission, which vets all sales of state assets, is expected to rule on that sale in December or January.

Most of the corporate plums in the state's still extensive patrimony have been sold in the past three years, since Mr Edouard Balladur, then prime minister, launched his ambitious privatisation programme.

As much as FF25bn of the FF27bn in privatisation receipts the government is expecting in 1997 are expected to come from a single source: the planned float next spring of about 20 per cent of France Télécom, the state-controlled telecoms operator.

Yesterday's decision comes less than a month after remarks by Mr Bernard Yvoncourt, CIC's chairman, triggered a row with the government. Mr Yvoncourt said his company's acquisition by either SocGen or BNP would "risk being the death announcement of CIC". BNP yesterday said it regretted the decision not to proceed. SocGen had no comment.

Bosnia's co-leaders endorse action plan

By Laura Silber in Paris

Western foreign ministers warned Bosnia's three co-presidents yesterday that they would face punitive measures unless they complied fully with the Dayton peace agreement.

Mr Warren Christopher, US secretary of state, said after a peace plan review conference in Paris: "We have made it clear to the parties that the UN Security Council will consider imposing measures if they fail to significantly meet their obligations under the peace agreement."

Mr Carl Bildt, senior international envoy to Bosnia, warned: "The peace agreement is not an à la carte menu where you can choose what you like."

Mr Bildt - who had his powers as the main civilian authority in Bosnia enhanced by the Paris declaration despite US objections - added: "You cannot expect the international community, when the despair and desperation of the Great Lakes region of Africa now calls for the attention and action of government, to

The US is likely to contribute at least 6,000 troops to the successor to the Nato-led Implementation Force in Bosnia, Mr Javier Solana, Nato secretary-general, said yesterday, writes Gerard Baker in Washington.

After talks with Mr Al Gore, the US vice-president, Mr Solana said he expected the US to contribute around a third of the new force, which would be between 20,000 and 30,000 strong.

make major military and economic commitments to help you when you are seen as not being able to help yourself in taking even basic decisions on the implementation of the constitution."

At the three-hour meeting, Mr Alija Izetbegovic, the Moslem chairman of the Bosnian presidency, and his Serbian and Crostian counterparts, Mr Momcilo Krajisnik and Mr Kresimir Zubak, endorsed a 13-point action plan to bolster peace. They once again pledged to comply fully with the Dayton agreement, signed last

December in Paris, so as to allow the return of refugees and freedom of movement, to hold municipal elections, ensure freedom of the press, create joint institutions and an international police force, establish a market economy, reduce arms stocks, and co-operate with the international tribunal for war crimes.

Despite intensive efforts by US mediators the co-presidents failed, however, to agree on the composition of a new joint government following September's elections.

Behind-the-scenes, diplomats wondered whether it had been necessary to hold the conference in the first place since the parties have pledged repeatedly to uphold the Dayton accords.

More important will be the London conference next month at which the parties are expected to finalise the two-year consolidation plan. Moreover, diplomats hope that the key elements of the successor to the Nato-led Implementation Force (Ifor) - whose mandate expires next month - will be in place by then.

Turkey passes law on laundering

By John Barham in Ankara

Turkey's parliament has made money laundering a criminal offence. The law was passed, after a delay of over two years, after western governments had threatened to penalise Turkey for not complying with international guidelines.

Diplomats say the law meets international standards, but said they would reserve judgment until enforcement was seen to be effective.

Turkey straddles one of the world's busiest drug smuggling corridors and its large and reasonably sophisticated financial system has allowed smugglers to recycle profits easily and legally.

Interpol estimates that 75 per cent of heroin seizures and arrests in Europe involve Turkish traffickers or drugs passing through Turkey from Pakistan or Afghanistan. Heroin seizures in Turkey increased to over 2,000kg in the first half of this

year from nearly 3,500kg in the whole of 1995.

Draft money laundering legislation was put before parliament in 1994, but its passage was delayed by disputes over wording and general elections at the end of last year.

A diplomat monitoring the law said that anything connected to political fund-raising would be excluded.

Turkish political parties are

largely free from controls on donations and some MPs are known to have ties to Turkey's criminal underworld.

On Tuesday parliament voted unanimously to investigate links between organised crime, the police and the state.

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'Left-right' presidency angers MEPs

Gil-Robles may face a genuine fight for the top job, reports Neil Buckley

For the first time in seven years the election of the president of the European Parliament might turn out to be a genuine fight.

The man who could normally expect to end up in the job in the January poll - whatever his real popularity among members - has already been chosen.

He is Mr José María Gil-Robles Gil-Delegado, endorsed in Strasbourg on Wednesday night as candidate of the European People's party, the Christian Democrat group which is parliament's second-biggest after the Socialists.



Hänsch: handing over

Until 1989, elections for the 2½-year job involved a free vote. Since then the EPP and the Socialists have effectively rotated the job between them.

An unwritten agreement says each will support the other's candidate when it is the other's turn. Mr Klaus Hänsch, a Socialist, has presided over half the current parliament's five-year term. Now the EPP's turn has come.

But angered by this political carve-up, parliament's six other groups are holding talks on fielding a common candidate capable of winning enough votes to break the Socialist-Christian Democrat stranglehold. They say a post with an increasingly international profile must go to the best possible candidate.

The fact Mr Gil-Robles did not even face election within his own group has increased impressions of a political fix. The last-minute withdrawal of two other would-be EPP nominees, France's Mrs Nicole Fontaine and Greece's Mr Georgios Anastassopoulos, has fuelled speculation that the deal-making went beyond parliament and involved national political leaders - notably Spanish premier Mr José María Aznar, whose Popular party is aligned with the EPP.

One EPP official reportedly called Mr Gil-Robles' nomination a victory for "Spanish interests" and Mr Aznar.

Gone are the days when the president just chaired debates and organised the timetable. As parliament attempts to increase its influence, so the president is becoming its public face, chief campaigner, and representative at events such as EU summits.

"This is not a job which should be based on a 'Bugins' Turn' formula," said Mr Gij de Vries, leader of the fourth-largest group, the Liberals.

Mr de Vries denied wanting the job himself - though many would welcome the candidacy of a man regarded as one of the brightest in parliament. He said the Liberals had not decided whether to field a candidate.

Mrs Claudia Roth, leader of the Greens, is urging the smaller groups to back a common nominee. "We absolutely do not agree with a system which just runs left-right, left-right," she said.

Nobody disputes Mr Gil-Robles' credentials. The 61-year-old Spaniard, fluent in five languages, has been in politics since 1957 and in the European chamber since 1989, recently as a vice-president. But MEPs suggest he would not be first choice in a free vote.

"If you listed the top 10 candidates, Mr Gil-Robles would not figure," said one insider.

Gone are the days when the president just chaired debates and organised the timetable

"I don't think [German chancellor] Kohl and Aznar should be deciding who gets this job," said Mrs Roth.

Mr Wilfried Martens, EPP leader, said Mr Aznar was "eager" to see a Spanish candidate, but exerted no pressure.

"Mr Gil-Robles is very able and has the political will to make the reforms parliament needs," said Mr Martens. He added that parliament needed a "stable majority", and without the "technical coalition" between Christian Democrats and Socialists over the presidency there was no guarantee any candidate could get the required absolute majority.

But many MEPs warn that if parliament is to be taken seriously in its claim to be the EU's democratic conscience, the first reform should be the introduction of presidential elections that are genuinely democratic.



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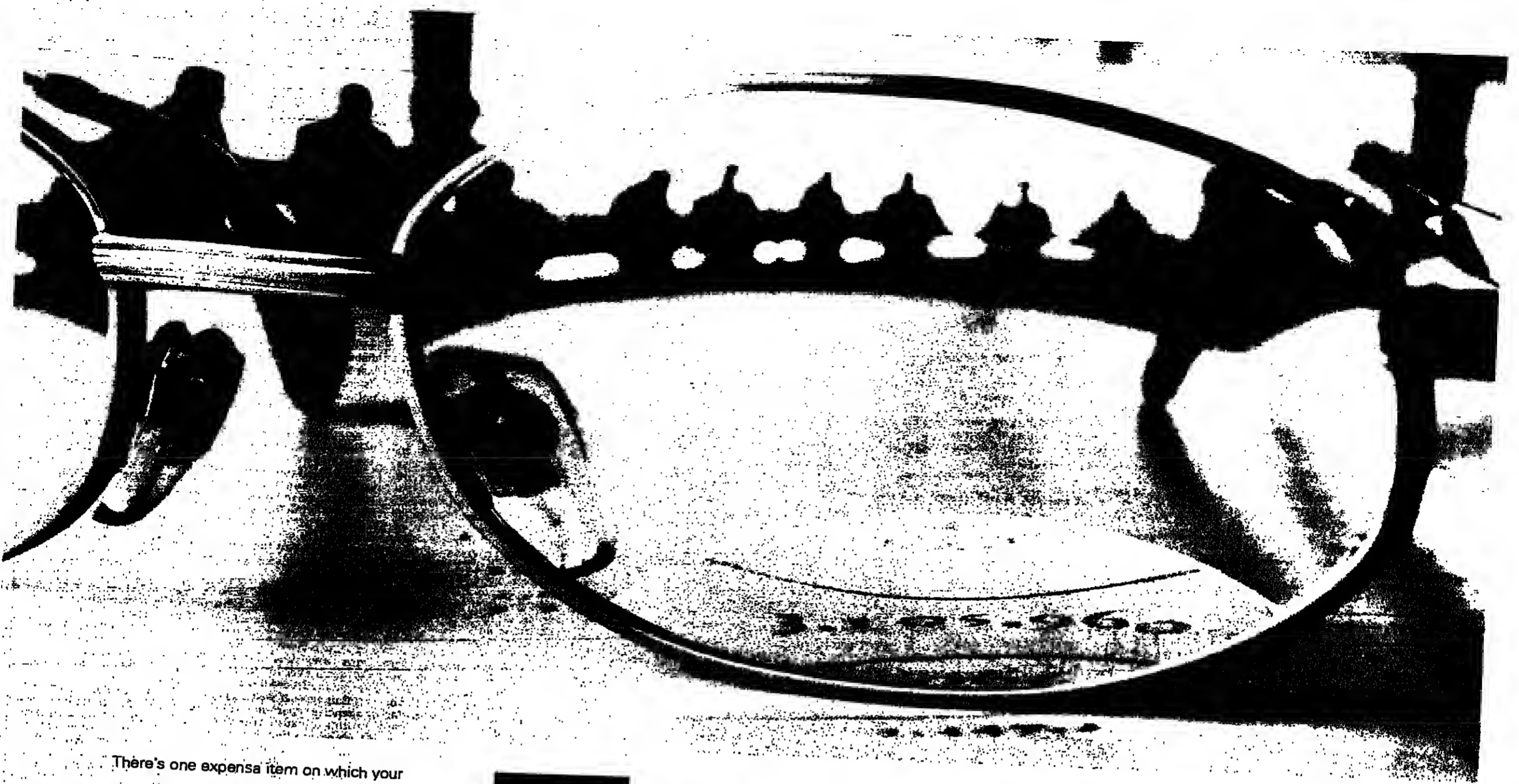
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Louis XV tureen sells for \$10.3m

By Antony Thomcroft

One of the finest objects of antique silver ever likely to appear on the market, a Louis XV tureen and cover made by the celebrated Parisian goldsmith Thomas Germain in 1733, sold for \$10.3m at Sotheby's in New York on Wednesday.

The price was an auction record for any item of silver and was comfortably above the \$8.5m high estimate.

Little silver of this period survived the French Revolution and hardly anything of this quality. It was sold by Mr George Ortiz, of the Bolivian tin family, and was bought by an anonymous bidder. Six of the eight lots of silver consigned by Mr Ortiz found buyers for a collective \$15.5m, a record for a silver auction.

Meanwhile, Christie's held its winter sale of Impressionist and modern art bringing in \$82.5m. It confirmed the improvement at the top end of the art market, with 80 per cent of the 69 lots on offer selling, and many exceeding their estimates. American buyers accounted for 60 per cent of the successful bids, but there was also evidence of good demand from Europe and some Asian interest.

Monet was the artist most battled over, with a view being painted in 1881 in his garden at Vetheuil selling for \$18.2m, the highest price achieved at auction for a painting this season and the third highest price ever paid for a work by Monet.

One of his many versions of waterlilies, "Nymphéas", made the same price. It was the largest sum ever paid for a Monet Nymphéas at auction.

In all, 17 paintings sold for more than \$1m. Among the other highlights were the \$7.2m paid for "Après le bain" by Degas; \$3.85m for a highly coloured landscape by Kandinsky; and \$3.4m for a 1906 Picasso view of Gósol in the Pyrenees.

Optimism in short supply in Brazil

Geoff Dyer reports deficits and political diversions worry investors and economists

With the exasperated tone that politicians reserve for financial markets, Mr Pedro Malan, Brazil's finance minister, complains that "people get over-excited about one month's trade statistics".

He is certainly right that in the run-up to the publication yesterday of October's trade balance economists have been paying unusually close attention to the figures, which showed a deficit of US\$1.3bn.

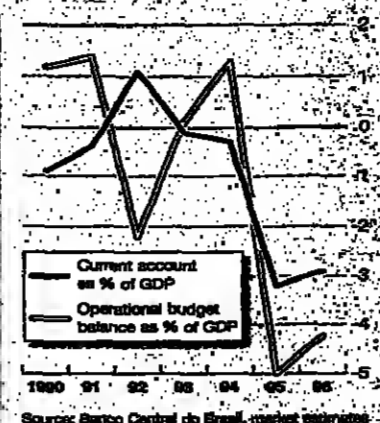
Seasonal factors explain some of the deficit and the political vacuum created by today's second round of municipal elections has aggravated market nervousness. However, the figures were more than double the level forecast only a few months ago.

Coupled with an expected increase in this year's budget deficit, the trade figures have prompted a bout of unease among investors and economists about the Brazilian economy.

"The mood in the market has become a lot less optimistic since the end of August," says Mr Dany Rappaport, chief economist at MCM, a São Paulo consultancy firm. "People realise the economy is entering a crucial phase."

These doubts came just over two years after the launch of the Real Plan, introduced by President Fernando Henrique Cardoso in his previous job as finance minister, and which has transformed the country's economy.

The Brazilian economy: a bout of unease



to help finance the current account deficit.

And in October the government introduced plans to cut public spending by R\$6.5bn through a number of measures, including a reduction in public sector employment through spending cuts at state-owned companies and improved tax collection.

These fine-tuning measures have reassured economists about the professionalism of the Brazilian economic team. However, they have not allayed fears that the Real Plan is being put under increasing pressure by the fiscal and balance of payments situations.

Mr Rappaport says the October trade deficit, prompted by sharply higher imports, is a serious problem because it underlines the capacity constraint on growth. After a decline in

GDP of around 0.4 per cent in the first half of the year, the economy has rebounded strongly in the third quarter and is expected to grow by 3 per cent in the year as a whole. "The recovery in economic activity has already created this kind of trade imbalance," Mr Rappaport says.

However, according to Mr Malan, the expected current account deficit of 2.5-2.9 per cent of GDP for 1996 is not high by international standards. The government believes the modest deficit reflects the country's need to receive foreign savings to finance growth, rather than being a trigger for capital flight or higher interest rates to dampen demand.

"The relevant question is how the deficit is being financed," Mr Malan claims. Foreign direct investment of \$7.5bn this year will account for 40 per cent of the deficit and Brazilian borrowers are achieving tighter spreads and longer maturities in international capital markets, he says. The government also has the cushion of \$68m of reserves.

The problem for the government is that the trade and current account deficits stand alongside a fiscal burden which is proving more stubborn than expected. Economists expect an operational budget deficit of 4-4.5 per cent this year, nearly double the government's forecasts at the beginning of this year and on top of a 5 per cent deficit in 1995.

According to Mr Carlos Kawai, chief economist at Citibank in São Paulo: "The danger is that foreign savings will be allocated not

Review of federal rules on airbags

By Haig Simonian, Motor Industry Correspondent

US carmakers, safety experts and insurance officials were in discussions yesterday over proposals to change federal rules which might prevent accidental deaths from airbags.

The National Highway Traffic Safety Administration says there have been at least 49 deaths of passengers in vehicles where airbags have inflated. Most have been children or infants in rear-facing baby seats.

"The question is the balance between airbags' use in saving lives and their risks," said Mr Kyle Johnson, of General Motors.

US rules require airbags to protect an adult not wearing a seatbelt in a 30mph collision. European airbag rules are based on the assumption that the occupant is wearing a seatbelt.

The difference means that US airbags must deploy more powerfully than in Europe. Although there have been fatalities on both continents, the number of deaths is believed to be higher in the US because of the greater force of airbags.

Various ideas to improve safety include reducing the explosive charge required. Some safety bodies have called for vehicles to be fitted with switches to deactivate a passenger's side airbag if the front seat is occupied by a child or frail adult.

Last August, NHTSA solicited comment from interested parties after announcing its proposal to change the rules. Yesterday's conference, held in Toronto by the Insurance Institute for Highway Safety, could provide the forum for an agreement.

Honda Motor said yesterday it was recalling 164,139 vehicles - nearly half the 1995 model Accord sold in the US - because of potentially faulty airbag control devices.

US inflation steadies as sales remain stable

By Michael Prowse in Washington

The US economy is expanding at a moderate pace with little upward pressure on inflation, official figures indicated yesterday.

The labour department said the consumer price index rose 0.3 per cent last month, the same as in September. The annual rate of inflation held steady at 3 per

cent. Separate data showed a 0.2 per cent increase in retail sales following a revised 0.3 per cent gain in September. Sales rose 5.2 per cent in cash terms in the year to October.

The figures will be welcomed by US monetary authorities to help justify their decision not to raise short-term interest rates this week, in spite of a fall in the jobless rate to levels that in

the past have signalled upward pressure on inflation. Most Wall Street analysts now expect monetary policy to remain on hold until the next year.

The Federal Reserve is expected to raise interest rates only if tangible evidence of upward pressure on prices emerges. Evidence of a modest increase in wage inflation is not seen as sufficient in itself to warrant a

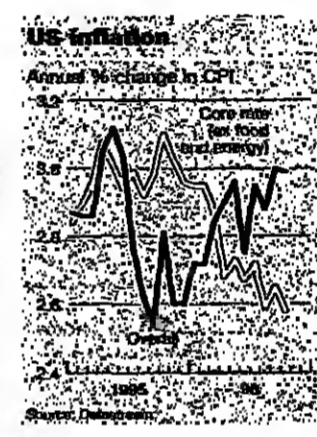
monetary tightening.

Excluding the volatile components of food and energy, the "core" consumer price index rose 0.2 per cent last month following a 0.3 per cent gain in September. The annual rate of core inflation fell slightly to 2.6 per cent against 2.7 per cent.

The sales figures showed tentative evidence of a recovery in consumer spending in the fourth quarter.

Excluding cars, sales rose 0.4 per cent between September and October. But prospects for the quarter as a whole will depend mainly on the Christmas sales season.

A sharp decline in consumer spending growth was the main reason for a slowing of economic growth in the third quarter to an annual rate of 2.2 per cent compared with 4.7 per cent in the second quarter.



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No ne messy

Mubarak warns of violence as Israel runs out of time

Egyptian leader tells David Gardner and Sean Evers that a 'new kind of apartheid' in the Middle East would be unacceptable

Mr Benjamin Netanyahu, Israel's hardline prime minister, has lost the trust of Arab leaders committed to peace in the Middle East, according to President Hosni Mubarak of Egypt...

But Mr Netanyahu has halted all progress on the Oslo peace accords and negotiations with Syria, and has rejected the principle of returning conquered Arab land in exchange for peace...

'Even if Arafat could accept it, the people would not,' the president said. Mr Mubarak warned that hostility to Israel in the region was reaching such a pitch that even Egypt and Jordan - which have peace treaties with the Jewish state - were taking risks in dealing with the Netanyahu government...

'I've been waiting since July and nothing has happened,' said King Hussein of Jordan. President Mubarak believes that their peace treaties with Israel are at risk if Israel gets away with reopening and stalling on its international commitments with the Palestinians...

The Egyptian leader felt vindicated in his decision not to go to the recent Washington summit, called after fierce fighting across the West Bank between Israeli troops and Palestinian policemen. Mr Arafat, Mr Netanyahu and King Hussein were, but the sole outcome of the gathering was that the still-deadlocked talks on Hebron would continue...

It would be very difficult for me as president of Egypt to come back and face public opinion empty-handed - and it would create a lot of hostility towards the Israelis, Mr Mubarak said. King Hussein, furious at Mr Netanyahu's intransigence in Washington, said 'Now I understand why President Mubarak didn't come'...

rate Israel's increasingly vociferous advocacy of a peace process from which it has reaped rich dividends. 'If there's pressure from Israeli public opinion on the government they have to respond,' he said. 'There can be no moving away from land-for-peace,' the president said...

Anger as US ends Unido workers' tax deal

By Ian Hamilton Fazey in Vienna

Fresh tensions have surfaced between the US and the UN following Washington's decision to end taxation subsidies for some of its citizens employed in the UN, while expecting other governments to pick up the bill. The employees concerned work for the UN Industrial Development Organisation (Unido)...

The 1m hungry Hutu refugees may not be main beneficiaries of the 'humanitarian' rescue attempt

Winners and losers of UN's intervention

Throughout his tumultuous career, President Mobutu Sese Seko has always rallied on the international community to come to the rescue when a threat to Zaire's national integrity looked in danger of tipping him. It happened in the 1960s, when Belgian troops and foreign mercenaries put down a rebellion in the east...

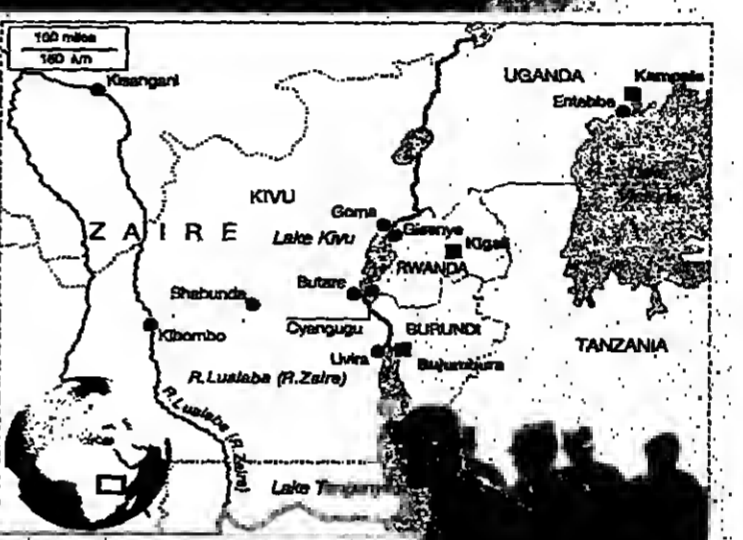
It could be about to happen again. As the international community debates the mandate under which a Canadian-led force will intervene in Kivu province, the question is who stands to benefit most from the operation. Will it be the more than 1m Hutu refugees facing starvation behind rebel lines...

As far as Zaire is concerned, the force's mandate must tackle aspects which are not purely humanitarian, Mr Bogvo Makell, Zaire's information minister, told journalists yesterday. 'Thirty years ago the United Nations came here to help maintain the integrity of Zaire's territory. Now it cannot close its eyes to a violation of our territory...

Analysts have long talked of the dangers of 'slippage' inherent in UN operations, the risk that a supposedly neutral force quickly becomes associated with one side in a conflict. The dangers have never been starker than in the case of eastern Zaire. If the force goes in with the approval of the Rwandan-backed, largely Tutsi rebels who have annexed much of Kivu, it risks being accused by Kinshasa of being an accomplice in the carve-up of Zaire.

The crisis in central Africa

The Alliance of Democratic Forces for the Liberation of Congo-Zaire (ADF), led by Laurent Desiré Kabila from Zaire's southern province of Shaba, and backed by the Tutsi-controlled armies of Rwanda and Burundi. It embraces Zairean Tutsis led by the Banyarwanda of South Kivu province, Zaire, numbering some 400,000, whom the government of Zaire is attempting to force to return to Rwanda, the country they left up to 20 years ago...



dan government, aid agencies and Zaire - which helped to arm them in the first place - all agree they must be separated from the mass of refugees and disarmed. But as the full implications of trying to identify and neutralise what Kigali estimates could be as many as 200,000 desperate men sink in the international community appears increasingly to be veering towards the soft option of a feeding operation...

Operation Phoenix Tusk: Canada offers to lead the operation and prepared to deploy troops within 48 hours of a UN resolution; France: Ready to contribute within 24 hours of receiving an international mandate...

US: Tentatively agreed to send about 1,000 ground troops and several thousand support personnel on condition the mission is of limited duration and made up of a multinational force. UK: Prepared to contribute troops but says vital details about mission need to be worked out...

Hutu militia, known as Interahamwe, responsible for the 1994 genocide in Rwanda. There have been reports of Hutu refugees teaming up with Zairean Hutus to drive the Tutsis out to create an ethnically pure 'Hutuland' in eastern Zaire.

my mind that there is an international plot to bring about Zaire's disintegration, said an official in Prime Minister Kengo Wa Dondo's office. 'Only the French see the dangers the country's destabilisation could bring to the region.'

about 10,000 Interahamwe, have been used to launch cross-border raids into Rwanda. There have been reports of Hutu refugees teaming up with Zairean Hutus to drive the Tutsis out to create an ethnically pure 'Hutuland' in eastern Zaire.

co-operation it needs to deliver aid supplies and accept the 1m Hutu refugees aid agencies hope to repatriate. In the eyes of history, the UN will be seen as yet again shoring up an African regime legendary for its corruption and human rights abuses. As for the exiled Rwandan militiamen and soldiers who have terrorised the refugee population and prevented a return, the Rwandan government, aid agencies and Zaire - which helped to arm them in the first place - all agree they must be separated from the mass of refugees and disarmed.

No neat military answers to messy reality say aid workers

By Antony Goldman in Goma

Two hours of heavy shelling around Goma yesterday morning highlighted the continuing insecurity in exactly the area a UN mission is expected to operate. Mr Kabila, based in Goma, insisted his forces were maintaining a ceasefire. Others, however, said fighting was taking place near the Magunga refugee camp, 10km west of Goma. Some estimates say the Mugunga camp remains home to 400,000 Hutu refugees, or one third of the Rwandan and Burundian Hutus scattered in eastern Zaire by a month-long Tutsi-led revolt.

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had received reports that people were now fleeing the area in large numbers into the surrounding forest. However, other Goma residents returning yesterday claimed that while fighting was taking place around Magunga, the camp itself was reasonably well stocked with food and water, and with no signs of outbreaks of cholera as aid agencies had warned. Exactly what the international community intends to achieve through intervention in the midst of such confusion is unclear.

The Financial Times plans to publish a Survey on World Nuclear Industry on Monday, December 2. The Survey will look at the issues facing the industry and its suppliers and will examine the opportunities in the main markets around the world. For advertising information on this Survey please contact: David Roulstone. Tel: +44 (0)131 220 1199 Fax: +44 (0)131 220 1578 or your usual Financial Times representative FT Surveys

NEWS: WORLD TRADE

Singapore bans WTO demonstrations

By James Kyngs in Kuala Lumpur and Guy de Jonquieres in London

Singapore warned yesterday it would not tolerate public demonstrations by pressure groups during the World Trade Organisation's five-day ministerial meeting in the city-state next month.

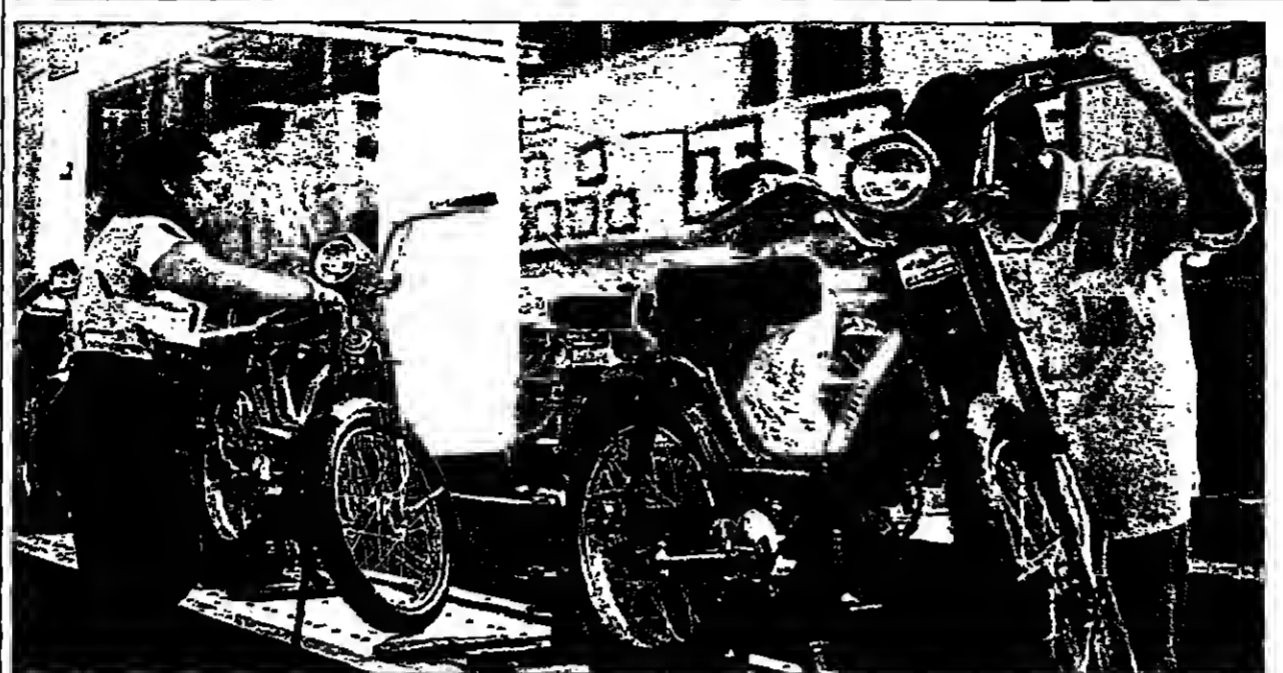
Many want the WTO to play a role in upholding international labour rights and to permit the use of trade measures to enforce environmental standards. These demands are strongly opposed by Singapore and other Asian countries.

Some trade diplomats in Geneva say the WTO's presence will pose a highly visible test of Singapore's ability to deal tactfully with expressions of dissent common in the west but normally discouraged in the notoriously well-ordered city-state.

Mr Benedict Cheong, director of operations at the Singapore police force, said yesterday that NGOs would be given a space to hold press briefings during the conference but would not be allowed to protest in public.

Such demonstrations are disruptive to traffic. They are disruptive to the general law and order situation, which we feel that the participants of the conference should enjoy so that they can have a successful... incident-free [meeting].

Special facilities have been set aside at a hotel complex, close to the WTO conference centre, for NGO representatives to meet delegates and the media.



Assembling Jialing motorbikes: "The more famous the brand name, the more likely it is to be copied"

Mr Zhao gets a rough ride from Chinese counterfeiters

Fakes are a headache for foreign groups, but also for China's leading motorbike maker, writes Tony Walker in Chongqing

Mr Zhao Zimu should be a happy man. The enterprise he heads in China has a big brand name in motorbikes and a licensing agreement with Honda of Japan.

Mr Zhao's company churns out more than 1m motorbikes a year out of China's total of 8m. China is the world's number one producer.

He is among the trickle - but increasing number - of Chinese factory bosses complaining more loudly about the costs of counterfeiting.

Complaints this thick, he says, opening wide his thumb and forefinger.

But he feels hard done by. Not only does he face cut-throat competition from other legitimate motorbike producers, counterfeiters are selling a flood of fakes with his enterprise's brand name on them.

And these voices may prove more effective in the end than international pressure on China about the problem.

Driving the counterfeit boom in China has been an explosion in township and village enterprises - small co-operatives - which have become the economy's most dynamic element, but also the least subject to regulation.

China's State Industry and Commerce bureau, which is responsible for registering trademarks, reports that it has uncovered 100,000 trademark infringements in the past 10 years.

Dubai picks aluminium fight with France

By Robin Allen in Kuwait

Dubai Aluminium (Dubal) is threatening to boycott French aluminium technology because of French support for EU tariffs which hinder Dubai's aluminium sales.

At the centre of Dubai's criticism is the French group Pechiney and the European Aluminium Association (EAA), whose chairman, Mr Bernard Legrand, is head of Pechiney's aluminium division.

The possibility of a "boycott" of Pechiney by Dubai evoked a similar response. "There are international regulations and practices in force concerning bids from whomever it might be."

The ministry of health in Pretoria said yesterday it was concerned that the EU ban - imposed temporarily while the dangers are investigated - would apply to the entire country, when the outbreak was confined to just one area.

EU ostrich ban angers South Africa

By Roger Matthews in Johannesburg

South Africa is to protest to the European Union over its ban on imports of ostrich meat and live birds following an outbreak of Congo fever.

US in computer tariff dispute

WORLD TRADE NEWS DIGEST

The US has complained to the World Trade Organisation about European Union tariff increases following the reclassification of computer networking equipment. It is the first WTO case to deal with a reclassification issue, according to the American Electronics Association.

US warns the Philippines

The US has warned the Philippines that it may be reinstated on Washington's "priority watch list" for intellectual property rights (IPR) violations if it fails to enact a bill protecting copyrights this year.

Unocal, along with its partner in the \$1.2bn pipeline, has come under criticism from human rights and labour groups for helping to prop up Burma's military government with crucial foreign investment that will produce hard currency earnings. The company has often rejected this claim.

Canada to sign Chile pact

Ottawa plans to have a Canada-Chile free trade deal ready for signing when President Eduardo Frei meets Mr Jean Chretien, the Canadian prime minister, at the weekend, officials confirmed.

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Penalties likely for firms causing delays in electronic settlement system

Brokers may face Crest curbs

By John Gapper, in London
Stockbroking firms that cause delays within Crest, the electronic share settlement system, could face restrictions on the amount of business they conduct, it was suggested yesterday.

A meeting on November 25. However, regulators might take action against firms responsible for the build-up of 30,000 unsettled transactions within Crest.

Some people are having a very difficult time, and we have to decide if there are so many slow ships in the convoy that we have to slow the whole thing down," said Mr Saville.

Some processes including "circles", a process to settle linked transactions at the same time, had been halted to prevent them delaying other transactions.

Ex-minister rages at 'state called Europe'

By John Kempfner, and James Birt
Lord Tebbit, a former chairman of the governing Conservative party, last night sought to smother the government's truce on European integration with an impassioned call for a new political party to fight the creation of a "state called Europe".

UK NEWS DIGEST \$300m diesel centre launched

European Engine Alliance, a \$300m joint venture between some of the biggest names in the motor industry to design and build a new generation of environmentally "clean" and economical diesel engines, has set up headquarters in High Wycombe about 40km west of London.

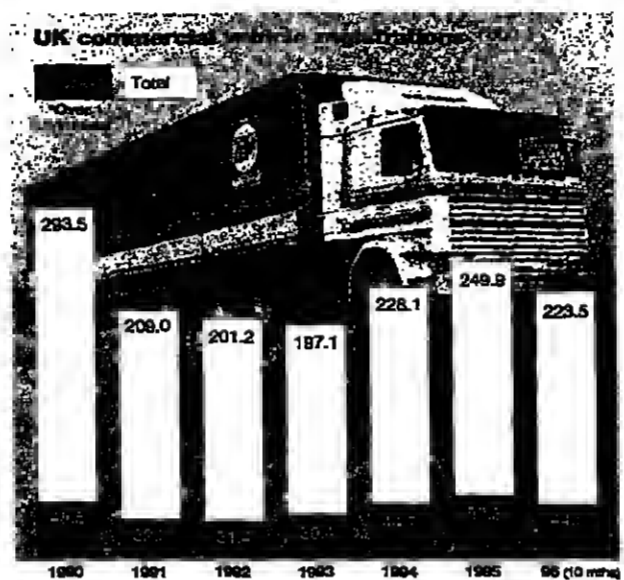
Sales trend in trucks jolts manufacturers

Headlong rush to beat tougher EU rules on noise and emissions has distorted statistics

Registrations of commercial vehicles weighing more than 3.5 tonnes surged in the UK in September, as hauliers raced to beat the introduction of stiffer European Union noise and emission rules on vehicles sold after October 1.

The headline price figure masks additional factors which make new trucks even less appealing than Euro 1 models.

The British and French markets are unusual within the EU in reacting so strongly to new rules, said Mr Thomas.



The likely decline in demand has prompted manufacturers to revise their 1997 sales forecasts. Mr Pain is hopeful that demand will revive after the second half of next year as hauliers react to a forecast rise in manufacturing output.

"We think next year's heavy truck market will be down slightly at about 50,000 units compared with our forecast of around 52,000 units this year," said Mr Emmis.

Haig Simonian

Lloyd's begins reform of its structure

By Jim Kelly in London

The Lloyd's of London insurance market yesterday took its first step towards "unbundling" its monopoly in supplying the insurance market with £190m (£27m) of services by unweaving a radical restructuring of its central organisation.

vide greater choice. Some units may even expand outside Lloyd's to provide services for the wider insurance market.

designed to "apply greater commercial discipline" to the corporation and align it "more closely with the business objectives of the market".

Insurance services, including the work of the claims office. Facilities management, including catering, purchasing and building management.

Inflation surge sparks rate rise fears

By Robert Chote, Economics Editor

An unexpected surge in the government's target measure of inflation yesterday forced the Treasury on to the defensive and prompted speculation that interest rates might have to rise again this year.



The increase was twice as large as City of London economists had expected, taking the rate further above the government's target of 2.5 per cent or below.

increase strengthened in the financial futures market. The December short-strengthening contract indicates that rates are expected to rise by half a point next month to 6.5 per cent.

Editorial comment, Page 13

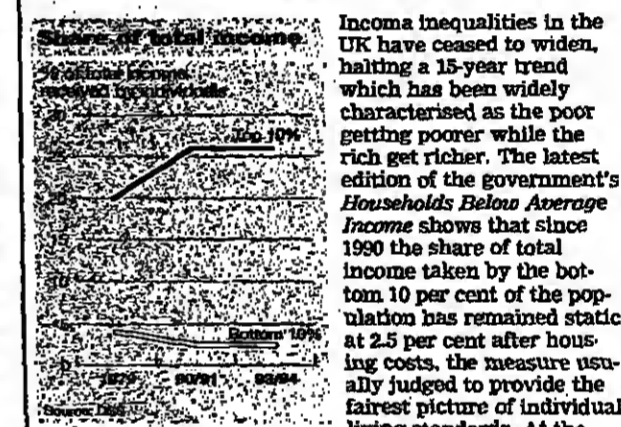
NATIONAL LOTTERY FUNDING Athletes pledged \$65m a year

The biggest ever funding package for British sport was unveiled yesterday when the Sports Council announced plans to spend \$40m (\$65m) of National Lottery money every year on individual competitors, coaching, talent development and programmes to lure major championships to the UK.

The programme was made possible only after Lottery funding rules outlawing grants to individuals were changed. It was set up following the criticism this summer of the poor showing by British competitors at the Atlanta Olympic games.

PROSPERITY TRENDS

Inequalities cease to widen



Income inequalities in the UK have ceased to widen, halting a 15-year trend which has been broadly characterised as the poor getting poorer while the rich get richer.

CONSTRUCTION EQUIPMENT

Caterpillar moves production

Caterpillar of the US, the world's biggest maker of construction equipment, is shifting the production of excavator components from Italian and German suppliers to a new UK factory.

RAILWAY MAINTENANCE

Adtranz to shed 188 staff

ABB Daimler-Benz Transportation (Adtranz) is to make redundant a further 188 employees at its railway maintenance workshop in Doncaster, north-east England, eight months after announcing a first round of redundancies.

Scots sootblower set to take on the world

Leader in small market has acquired German and Belgian companies in drive for 'hyper-growth'

Three years ago, Mr Jim McColl, executive chairman of Clyde Blowers, made no secret of his ambitions. "We aim to be a hyper-growth company over the next five years, and build a big engineering group based in Scotland," he said in December 1993.

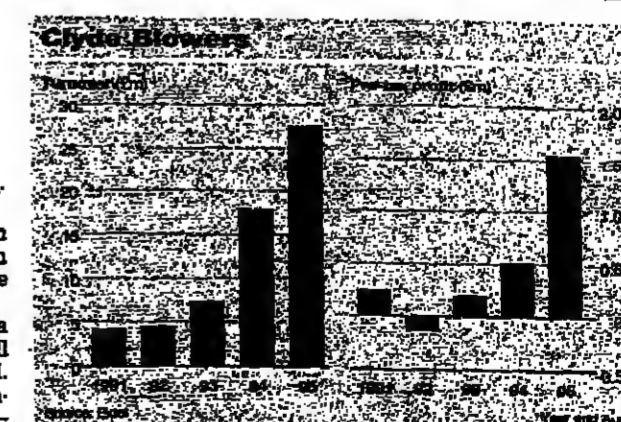
is a rare example of revival in Scottish engineering. Clyde Blowers makes sootblowing equipment, which removes the soot formed by oil and coal in industrial boilers.

Singapore and Poland. About 70 per cent of turnover comes from sales outside the UK. It also moved into the materials handling industry, with three acquisitions in the UK.

Soviet Union and the US. It had focused on gaining market share at the expense of margins and in 1995 the German subsidiary plunged into loss, though it remained profitable in the US.

can turn Bergemann round." The takeover will increase Clyde Blowers' asset base from \$2m in 1985 to \$21.6m, while gearing will remain at about 50 per cent.

and US management attitudes. "We went too slowly in integrating our Belgian acquisition and learnt some hard lessons," he says.



McCull makes the bold statement that he would like Clyde Blowers to have a market capitalisation of \$200m by 2000, which entails another large purchase, but he does not identify where it might be.

James Buxton

John Gapper

TECHNOLOGY

You are a police officer on the street, confronted by a suspected criminal. Using your video camera and a radio, you transmit a video image to your control room and seconds later receive confirmation of his identity.

Or maybe you are running a big city bus system. There has been an accident at an intersection, so you send data messages to terminals at bus stops warning prospective passengers of delays.

These are the kind of uses that emergency services, utilities and public transport companies are expecting from a new generation of digital private mobile radio systems. Over the next few years, they will replace the crackly voice-only analogue systems which these services have relied on for decades.

"A fireman could receive building plans over the radio or send a video back to base," says Jeremy Snowden, chief systems engineer for the State of Jersey. Since March, it has been testing a new digital system called Dimeira. (Digital Motorola European Trunked Radio), which Motorola launched amid the obligatory dry ice and flashing lights this week.

The launch is a big step forward for the digital systems as Dimeira is the first range to conform to the so-called Tetra (trans-European trunked radio) standard, which is in the final stages of approval by the European Telecommunications Standards Institute. "In a standards environment, he who is first wins," says Jonathan Paget, European general manager of Motorola's radio network solutions group.

The Dimeira range will begin its "phased roll-out" next summer, but Motorola will not have the market to itself. Other companies, including Nokia of Finland, are likely to introduce Tetra-based products. And with the launch of Dimeira, the gloves are off in a bitter turf war between supporters of Tetra and proponents of Tetrapol. This is a rival digital system championed by France's Matra Communications and is already on sale. The two systems can work together, but only on a limited basis, which will disappoint authorities battling cross-border crime.

The new digital systems have been developed because of a general recognition that conventional cellular networks could not meet all the needs of security forces, emergency services, and civilian users such as bus operators.

Users will be able to connect equipment such as barcode scanners and video cameras to their mobiles. Police forces get special



Quick response: new digital mobile systems will allow emergency services to relay video images via walkie-talkie

War of waves

Andrew Baxter looks at two mobile digital systems vying for control of the new generation of networks

emergency buttons on their portables and their radio messages encrypted. In some systems, large numbers of users can listen simultaneously to an operator's instructions. "Direct-mode" calls can also be made from mobile to mobile, without passing through the infrastructure, which would be impossible in a cellular network.

Tetra uses a process known as Time Division Multiple Access, in which several simultaneous calls are each given a time slot within one 25kHz-wide radio channel. In contrast, the Tetrapol system and a US standard called APCO 25 use Frequency Division Multiple Access in which each call occupies a narrower, 10kHz or 12.5kHz, chunk of the frequency.

Engineers argue endlessly about which system is better for private mobile radio systems, says Paget. Motorola says the time division process is more flexible due to the wider bandwidth, and says the batteries in the portables last longer. Also, it says, duplex conversations (both ends of the conversation talking at once) are more difficult on a frequency division system.

The latter's supporters say the system is better suited for large networks with few users, such as

a police network. "With a large network, FDMA drastically reduces the number of base stations, cutting the cost of the infrastructure," says Hubert Azemard, president of the Tetrapol Forum, which groups Matra, foreign-owned subsidiaries, and allies including Bull and Nortel. Also, he says, it works better in hilly terrain and cities, and is much easier to use for simulcasts or group-wide messaging.

The two sides' perceptions of their own market positions are poles apart. With 13 principal customers in Europe, Asia and the Middle East - including the French gendarmerie's Rubis network and the French national police's fledgling Aeropol network - Tetrapol has become a *de facto* standard, says Azemard.

That is not how Motorola sees it. "The Tetra system is not a standard... they are brilliant at marketing it as a standard, but it isn't," counters Paget. "Tetra is the solution which a majority of countries, manufacturers and users are vigorously supporting, and Matra is very much out on a limb." Things seemed to be moving in Motorola and Tetra's direction last month when the Tetrapol Forum said it had temporarily suspended a process

of turning its technology into an Etsi standard. Motorola gleefully called on Matra to throw in the towel.

But the Tetrapol side intends to come back in a few months to win official recognition. "More and more regulators are sure that the two technologies need to be available in Europe," says Azemard. In particular, he claims, some 70 per cent of the overall PMR market is using narrow-band 12.5kHz radio: "Users who want to migrate from analogue to digital will have to migrate in the frequency band they have."

The next three to four years could produce more than \$1bn (£565m) of orders for digital systems in Europe, and so far Motorola has just one small contract for a Tetra system, from Oslo airport. But the US company believes Tetra technology will pick up the big nationwide system orders that are in the offing. "People have been waiting for Tetra," says Paget. "It will lead to an explosion of sales."

Azemard, meanwhile, remains confident. "Why should we not be?" he says. "We are four to five years ahead of Tetra."

MANAGEMENT

Still crazy after all these years

Adrian Furnham offers his advice on how to pick the best candidates for a job - and avoid the worst

Sinking substantial sums of money into the recruitment and training of new employees may be just the beginning. Picking the wrong candidate at the interview may leave an organisation paying for years to come.

Few companies will have escaped all of the following failures: people who seem to come in at the first sign of stress; those with long, impressive qualifications who seem incapable of learning; hypochondriacs whose absentee record becomes astonishing; and the borderline psychopath later discovered to be a thief or worse.

Less dramatic, but just as much of a drain on the organisation, is the person who simply does not come up to expectations; who never becomes a high-flyer or even a steady performer; the employee with a fine future behind him or her; the also-ran.

The first point to bear in mind at the recruitment stage is that people don't change. Despite the fact that self-help books, seminars and workshop presenters tell us that personal change is common, possible and desirable, most of the evidence is against them.

Try going to a school reunion to see, apart from wrinkles, how little one's classmates have changed over the years. Once one has become an adult, very little changes. Intelligence levels decline modestly, but change little over the working life. The same is true of abilities, be they with language, numbers, music or lateral thinking.

Most people like to think that personally can change, particularly the more negative features such as anxiety, low self-esteem, a tendency to depression, impulsiveness or a lack of emotional warmth. But data collected 50 years apart gives the clear message: still stable after all these years. Extroverts become marginally

less extroverted; the acutely shy appear a little less so, but the fundamentals remain much the same. Personal crises can affect the way we cope with things: we might take up or drop drink, drugs, religion or relaxation techniques, which can have pretty dramatic effects. Skills can be improved, certainly, and new ones introduced, but at rather different rates.

People can be groomed for a job. Just as politicians are carefully packaged and repackaged through dress, hairstyle and speech therapists, so people can be sent on training courses, diplomas or experimental weekends. But

adapt more quickly - when they want to. Selectors and assessors are scared of giving IQ tests but they do use specific ability tests. School marks and university grades are only weak indicators of intelligence. Intelligence is a *muscle*.

● Emotional stability. Neuroticism, or what the Americans call "negative affectivity", is a powerful predictor of job success. The emotionally unstable are poor at customer relations, become capricious and irascible managers and are prone to high levels of absenteeism, even accidents.

Neuroticism is a warning sign. There is a mountain of evidence that suggests both that neuroticism does not change much and is related to career failure. Thus one selects for its opposite - the stable; the phlegmatic; the emotionally adjusted.

● Conscientiousness. The work ethic is a powerful indicator of success. Often developed in childhood by ambitious, future-oriented, middle-class parents, the conscientious are, by definition, diligent, responsible, punctilious and dutiful. They are conscientious on and off the job and this attribute therefore is not too difficult to assess. They can be counted upon, and their conscientiousness is a powerful controller of their work style.

Some may be a little risk-averse, others a little too self-deprecating, but they can always be relied on. It is the reliability of the conscientious that makes them an asset. So that is all you need: bright, stable, conscientious people. Two out of three won't do. The full trio is a shorthand for the traits of fast-trackers. While some stars may ascend in the management firmament without some of these characteristics, those possessing all three are a safe bet.

Adrian Furnham is an organisational psychologist at University College London

Try going to a school reunion to see, apart from wrinkles, how little one's classmates have changed over the years

there is a cost to this which may be more than the upfront price of a course. Better to select for what you actually see rather than attempt to change it. Acquiring and retaining skills is expensive and difficult. This cost may simply not be worth it.

What should selectors look out for when faced with a choice of candidates for a job? Here are some of the fundamentals.

● Intelligence or ability. If you prefer to be politically correct, try capacity, cognitive potential, educational attainment. Since the turn of the century we have known about what psychologists call g - (it stands for general intelligence).

Despite the hype of *idiot savants*, bright people are pretty good at most things, and dim people pretty bad. On average, bright people learn faster and

PUBLIC NOTICES

Notice to Holders of 6 3/8% Convertible Subordinated Debentures Due 2002 (the "Debentures") of ENSERCH Corporation (the "Debenture Holders")

Section 14 (j) of the Fiscal Agency Agreement, dated as of April 1, 1987 (the "Fiscal Agency Agreement"), by and between ENSERCH Corporation (the "Company") and Citibank, N.A. ("Citibank") provides that in the event (i) the Company shall declare a dividend or any other distribution on its Common Stock, other than in cash out of retained earnings, or (ii) of any merger to which the Company is a party and for which approval of any holders of Common Stock of the Company is required, the Company shall notify the Debenture Holders of (a) the data on which record is to be taken for such dividend or distribution or, if record is not to be taken, the date as of which the holders of the Common Stock of record to be entitled to such dividend or distribution are to be determined, and (y) the date on which such merger is expected to become effective and the date as of which it is expected that holders of the Common Stock of record shall be entitled to exchange their Common Stock for securities or other property deliverable upon such merger. Accordingly, you are hereby notified as follows:

The Company has entered into an Amended and Restated Agreement and Plan of Merger, dated as of April 13, 1996, by and among the Company, Texas Utilities Company, a Texas Corporation, and TUC Holding Company, a Texas corporation, which provides for the merger (the "Merger") of Enserch Merger Corp., a Texas corporation, with and into the Company (the "Merger"). In the Merger, each share of Common Stock of the Company will be converted into that fraction of a share of common stock of TUC Holding Company obtained by dividing U.S. \$8.00 by the average closing sales price of Texas Utilities Company on each of the 15 consecutive trading days preceding the fifth trading day prior to the consummation of the Merger (the "Average TUC Price"),

provided that in no event will the Average TUC Price be deemed to be less than U.S. \$35.625 or more than U.S. \$43.625.

Immediately prior to the Merger, the Company will distribute (the "Distribution"), pro rata to the holders of record of Common Stock of the Company at the time of the Distribution, all of the shares of common stock of Enserch Exploration, Inc., a Texas corporation, held by the Company. Lone Star Energy Plant Operations, Inc. ("LSEPO") will be the surviving corporation in the expected merger of Enserch Exploration, Inc., a Texas corporation and an approximately 83% owned subsidiary of the Company, with and into LSEPO, a Texas corporation and a wholly owned subsidiary of the Company. In the merger, LSEPO will change its name to Enserch Exploration, Inc.

A special meeting of shareholders to approve the Merger, the Distribution and related transactions will be held on November 15, 1996. The Board of Directors expects that the Distribution will occur, and that the Merger will be consummated, by year-end 1996. The Board of Directors of the Company expects that the Company and Citibank will enter into a supplemental fiscal agency agreement which, taking into account the adjustment of the conversion price of the Debentures immediately following the Distribution, will provide that immediately following the consummation of the Merger each Debenture shall be convertible into the kind and amount of shares of stock of TUC Holding Company receivable upon the Merger by a holder of the number of shares of Common Stock issuable upon conversion of such Debentures immediately prior to the Merger.

Dated: November 15, 1996 ENSERCH Corporation

LEGAL NOTICES

IN THE MATTER OF CARRIAN HOLDINGS LIMITED (IN CREDITORS VOLUNTARY LIQUIDATION) AND IN THE MATTER OF THE PLACEMENT OF CARRIAN INVESTMENTS LIMITED SHARES BY JARDINE FLEMING SECURITIES LIMITED

- 1. By two agreements dated 6 and 26 May 1982 ("the said Agreements"), Carrian Holdings Limited ("CHL") agreed to sell a total of 100,000,000 Carrian Investments Limited shares ("CIL shares") to Jardine Fleming Securities Limited ("Jardine Fleming") and its clients on the basis that Jardine Fleming could request CHL to repurchase any of the CIL shares which Jardine Fleming and its clients held on the repurchase dates specified in the Agreements at an agreed price.
- 2. CHL and CIL went into compulsory liquidation in October 1983. As a result, CHL was unable to comply with notices to re-purchase the shares which were served by Jardine Fleming on behalf of its clients. Both liquidations were converted to creditors' voluntary liquidations in January 1990.
- 3. On 23 August 1989, CHL gave notice to its creditors to file proofs of debt for claims and debts owing to them by the company. On 12 March 1990, Jardine Fleming submitted 2 proofs of debt in the liquidation of CHL pursuant to the said Agreements. These proofs are being adjudicated on by the Liquidators of CHL.
- 4. Pursuant to an Order of the Court dated 31 October 1996, Jardine Fleming hereby give NOTICE that those of you that have any claim arising by reason of the placement of CIL shares by Jardine Fleming pursuant to the said Agreements and CHL's failure to re-purchase the shares, are required, within 21 days of the date of this notice, to NOTIFY Jardine Fleming of any such claim.
- 5. Your notification should contain full particulars of your name address, number of CIL shares held and the amount of the claim, together with all supporting documents. Should you fail to notify Jardine Fleming of your claim within the time specified, you shall be excluded, without prejudice to your right to file your claim directly against CHL, from the said proofs made by Jardine Fleming and any distribution arising thereon from CHL and Jardine Fleming shall be relieved from all obligations and liabilities to you under the said Agreements and the CIL share placement.
- 6. Your notification should be sent to Jardine Fleming at the address stated below and should be marked for the attention of Mrs. Sarina Cassidy.

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ARTS

The composer's choice

Andrew Clark talks to the versatile conductor Elgar Howarth about his career

Whenever Elgar Howarth sits down to learn a complex modern score, there comes a crisis-point when he convinces himself he cannot do it. "The same thing happens over and over again - you doubt yourself, you think you'll never understand it," says Howarth, who conducts the first British production of Bernd Alois Zimmermann's *Die Soldaten* at English National Opera next Tuesday. "And then, somewhere in the learning process, it suddenly clicks, and you know how you want to do it. There are three parts to being a conductor - learning, rehearsal and performance - and the learning part is when I get most nervous."

Such an admission belies the ease with which Howarth unravels difficult scores. He has one of the clearest techniques in the business: he is unfappable; and he is rare among conductors in being more interested in the music than in his own career. All of which helps to explain why composers prize him so highly. György Ligeti insisted he should conduct the world premiere of *Le Grand Macabre* in 1978, even though Howarth had no previous

experience as a theatre conductor. Sir Harrison Birtwistle handed him the premieres of three of his operas - including *Cavaliere*, which Howarth says is an even bigger challenge than the horrendously difficult *Die Soldaten*. He has just won a Gramophone award for its first recording.

Howarth's career has probably suffered from his association with contemporary music - and yet there are few more versatile conductors. In a world dominated by clear-cut profiles, Howarth, 61, has done all the wrong things: he spent his early career as a trumpet player, he remains devoted to the brass band world, and his interest in modern music has left him branded a specialist. But he knows his Beethoven and Brahms as well as anyone - he was a leading light of the Royal Philharmonic Orchestra - and he remains a great admirer of Richard Strauss.

Howarth has little time for the gloss of contemporary life. If he had wanted a bigger career, he could have spent more time on 19th-century repertoire, "and there are more than enough conductors doing that already". This kind of attitude has ruled him out for permanent conducting

posts, though he has enjoyed a long and fruitful partnership with Opera North.

Howarth seems at ease with his position: "I've been able to conduct the biggest and best pieces of our time. What interests me is music now, and what I do best is what intrigues me and gives me most pleasure. People used to say that no one gave me a chance to do 'proper' music, and I suppose I could have taken that as an insult. But it's rather quaint that they should think of music like that. I'm fascinated by the contemporary mind - just as, if I'd lived in Beethoven's time, I would have been overwhelmed by the modernity of his ideas."

The idea of music as entertainment still appeals and his own compositions for brass band speak for themselves, "but music has so much more to offer". I find it a pity that most people today don't seem to want that stimulus. They see music as a cushion, they only want to hear things they're familiar with. That's why I'm such an admirer of Simon Rattle - he has won the trust of his audience, so that they come to things they would not otherwise choose to hear. But it's



Elgar Howarth: 'I've been able to conduct the biggest and best pieces of our time'

Opera A wicked romp

The really successful student can give a school a big boost. The international baritone Bryn Terfel was the subject of a major television profile recently, going back to visit his teacher at the Guildhall School of Music and Drama in London and no doubt lifting morale among the hopeful young singers there now.

This week it is their turn to show their faces. The autumn-term opera production opened on Tuesday and a good number of the students will have had a chance to perform among the many varied roles of Cavalli's *La Calisto*. There is nothing in this opera to tax young voices unduly: almost all the singers made a good impression in the modest vocal parts it offers.

In the vocal music revival *La Calisto* was one of the first operas to find its way back on to the stage - initially in Raymond Leppard's lurid orchestration for Glyndebourne, though now even students perform it properly with a small ensemble of "authentic"

instruments. Nicholas Kok, who has been taking charge of ENO's early operas, conducted fluently for the Guildhall singers.

The opera is a wicked romp which rumpages through issues as sensitive as sexual ambiguity, cross-dressing, rape, infidelity and sadism with a breezy sense of humour that seems quite shocking in 1996, let alone 1651. The Guildhall's production team - Thomas de Mallet Burgess (producer) and Jamie Vartan (designer) - gave it a late 20th-century twist by turning Ovid's ravaged countryside into a striking post-war desert roamed by punks and earth spirits.

Out of the parched ground stuck sundry androgynous body parts, like relics of Roman mythology buried in Cavalli's contemporary opera of sex and morals. Liubov Chuchrova's roguish Satyr emerged from a hole in the ground, as did Ivan Ludlow's Sjlvano and Christopher Saunders's Pan, a lively trio from physical theatre, Opera Factory-style, who were sent to taunt William Purfoy's lyric Endimion and Martin Fischer's old spinster Linfa.

There were some good vocal performances. Magdalena Brändland sang Diana with a pure tone and style, but not merely "early music" in quality. Marie Birve sang an attractive Calisto, Fanto Ikononov, a promising bass, and the sturdy-voiced Konrad Jarrot played woff off each other as Jove and Mercury, the punks from Olympus. Emer McGilloway made every scornful word of Jove tell, but so did most of the students. Any budding Bryn Terfels should have enjoyed the show enormously.

Richard Fairman

Theatre Things to do today

Kylie Minogue was recently described as having undergone an image transformation from "rabbit-in-crimoline to deconstructed funk elf". Victoria Worsley, astonishingly, manages both within a two-hour show, and several more besides.

At various points in *Grace* she is a bride who has miraculously regained her virginity, a magician's assistant complete with spangly leopard, and a suburban Cleopatra for whom upheavals among the rulers of the known world are significant only because they play havoc with the seating arrangements for her wedding to Mark Antony. Somewhere along the line she also manages to impersonate a roller-skating tampon-commercial girl.

To describe these changes of guise as phases in one woman's quest, on the eve of her 30th birthday, to mould an identity for herself is - like author Sarah Woods' programme notes - true but unhelpful. These are not so much complete personas as items on *Grace*'s lengthy *Things To Do Today* list, which (when recited at the opening) ranges from "have a cup of tea" via "back-up

computer disks" to "have children". As she frets indecisively, trying on characters much as she does clothes from her "smart" wardrobe, imaginary men emerge literally from the woodwork of Steve Dennis and Nigel Prabhavalkar's ingenious set.

Richard Clothier and Lloyd Notice do sterling service as Mr Darcy, a jargon-jibbering bandyman, a hip-thrusting soul crooner and a host of others, also appearing periodically in hairy satyrpants to reinforce their mythical natures. Worsley herself is a complex delight. Her performance inhabits the same arena as the solo work of Emily Wolf, but where Wolf primarily draws admiration for her mental and physical discipline, Worsley's portrayal of variegated thoughts and emotions has a warmer, more organic core.

In this she is aided by Woods' script, which embraces occasional clichés, both celebrating and suffering their truth: Clothier's magician walks off halfway through the sawing-Grace-in-half routine, leaving Worsley to lament, "You bastard! You've left me in pieces!"

Grace is a hugely knowing piece in terms of the status, roles, ambitions and dreams of a contemporary Everywoman, but it is also feeling. Director Theresa Heskins never allows the sadness of an episode to overpower the humour for which it is mined, but maintains a strong and consistent undertow of "you've got to laugh or you'd cry". The play grows diffuse as the phantom men begin to interact independently of *Grace*, but by this stage the dramatic seduction is complete.

Ian Shuttleworth
At the Old Red Lion, London EC1, until November 23 (0171 837 7816).



Cyrano with a Scottish accent: Fiona Bell and Tom Mannon in Communicado Theatre's new production *Abscissa Mac*

Communicado Theatre, one of Britain's most enterprising theatre companies, has now brought to London its very charming account of *Cyrano de Bergerac*. Edmund Rostand's 1897 *Cyrano* is one of the most sure-fire of all plays. Whatever the production, it is always funny, always stirring, and I always cry in the last act.

This staging, directed by Gerry Mulgrew and first presented in 1992, is no exception. But foremost among its special charms is its Scots-dialect modern translation by Edwin Morgan. "I canna cut a flash like Valentino", "Who'd not prefer to work with his ain love?", "Nae, nae, lichts", quoth this Cyrano. And Christian tells him "I'm that thick I could kill myself 'o' shame." The Scots becomes a sort of equivalent to the Gascon accents spoken by most of Rostand's characters. True, sassensachs, or second-generation Southerners like myself,

Theatre/Astair Macaulay A play to cry for

have to chase to keep up with the lingo; but the ease with which that lingo pours forth has a particular veracity.

This translation has rhymes. (In Scots, of course, "die" rhymes with "see"). And (unlike most rhyming translations nowadays) it also has poetry. To test the truth of this, you have to bear in full *Cyrano*'s speech in which he compares Roxane to Venus and Diana - "She sedans it queanlier in Paris streets..." - to test the integrity and fragrance and vitality of this version.

But the translation would not succeed in performance were it not dashing and delivered by all 11 actors. The Communicado performers are an amazing bunch: they play instruments, they sing, most of them play several roles,

some of them cover both genders, and all of them are vivid and committed physical performers. Ragueneau is played by a woman, his wife by a man, and the result has real wit.

In the title role, Tom Mannon carries the evening. He has the energy, the charm, the lyricism, the bravado for the role. His only fault is that his physical energy is so free that in the final scene we do not quite feel that death's hand is on him: his firm gait and the light turn of his head are not those of a man struggling to postpone his departure from this world. And yet I cried; and more so because he never milked the sentimentality of the role. The beauty of this *Cyrano* is in his impulsiveness.

Almeida Theatre, N1, to November 23.

INTERNATIONAL ARTS GUIDE

ATHENS

CONCERT
Athens Concert Hall Tel: 30-1-7282333
• Soloists of France and the Berliner instrumentalists: with conductor Nikos Teoychios perform works by Koukouos and Theodorakis; 8.30pm; Nov 18, 19

BERLIN

OPERA
Deutsche Oper Berlin Tel: 49-30-3438401
• Beatrice di Tenda; by Bellini. Conducted by Marcello Viotti, performed by the Deutsche Oper Berlin; 7pm; Nov 19
Staatsoper Unter den Linden Tel: 49-30-20354438
• Das Rheingold; by Wagner. Conducted by Daniel Barenboim and performed by the Staatsoper Unter den Linden; 7pm; Nov 18

BRUSSELS

EXHIBITION
Palais des Beaux-Arts Tel:

COLOGNE

EXHIBITION
Römisch-Germanisches Museum Tel: 49-221-2214438
• Lewis W. Hine - Die Kamera als Zeuge: exhibition of photographs by the American sociologist Lewis Wickes Hine (1874-1940). Among the works on display are his photographs of American immigrants on Ellis Island, child-labour, and the construction of the Empire State Building; to Nov 24

DRESDEN

DANCE
Sächsische Staatsoper Dresden Tel: 49-351-49110
• Ballet Dresden: perform Stephan Thoss' *Altars Pars* to music by Glass, Glen Tetley's *Voluntaries* to music by Poulenc, Mats Ek's *Gras* to music by Rachmaninov and Vladimir Vassiliev's *Paganini* after Leonid Lavrovski to music by Rachmaninov; 7pm; Nov 18

FRANKFURT AM MAIN

CONCERT
Alte Oper Tel: 49-69-1340400
• National Philharmonic of

HAMBURG

CONCERT
Hamburgische Staatsoper Tel: 49-40-381721
• Olga Romanko: performance by the vocalist, accompanied by pianist Anna Margulis. The programme includes works by Glinka, Tchaikovsky and Rachmaninov; 8pm; Nov 18

LAUSANNE

POP-MUSIC
Théâtre de Beaulieu Tel: 41-21-8432211
• Jackson Browne: performance by the American folk-rock singer/guitarist; 8.30pm; Nov 19

LOS ANGELES

OPERA
Dorothy Chandler Pavilion Tel: 1-213-572-8001
• Tosca; by Puccini. Conducted by Andrew Litton, performed by the Los Angeles Opera. Soloists include Carol Vaness, Richard

MADRID

EXHIBITION
Museo Arqueológico Nacional Tel: 34-1-5779812
• Vida Cotidiana en Tiempos de Goya: this exhibition, commemorating the 250th anniversary of Goya's birth, aims to draw a picture of Spanish life in Goya's time by showing objects crafted by peasant farmers, housewives, craftsmen and artists. The exhibition is divided into two sections, life in the royal court and rural life, since Goya was witness to both. Over 300 objects are shown, including clothing of both of these social spheres, furniture and domestic utensils, farming equipment, kitchen utensils and tableware, decorative objects and tools employed in the practice of certain crafts; to Jan 5

NEW YORK

CONCERT
Albee Tully Hall Tel: 1-212-875-5050
• Chamber Music Society of Lincoln Center: with conductor David Shiffin perform works by Loeffler, Brahms and Dohnányi; 5pm; Nov 17, 19 (7.30pm)
Carnegie Hall Tel: 1-212-247-7800
• Chamber Orchestra of Europe: with conductor Nikolaus Harnoncourt perform Beethoven's Symphony No.8 in F Major, Op.83 and Symphony No.6 in F Major, Op.68 (Pastorale);

PARIS

EXHIBITION
Guggenheim Museum SoHo Tel: 1-212-423-3840
• 1996: The Hugo Boss Prize: exhibition featuring works by the six artists who have been nominated by the jury of the Hugo Boss Prize, an award in recognition of a body of recent work representing a major aesthetic achievement or a significant development in contemporary art. The six nominees are Laurie Anderson, Janine Antoni, Matthew Barney, Cai Guo Qiang, Stan Douglas, and Yasumasa Morimura; from Nov 19 to Jan 19

ROME

CONCERT
Accademia Nazionale di Santa Cecilia Tel: 39-6-3611054
• Orchestra dell'Accademia di Santa Cecilia: with conductor Carlo Maria Giulini and pianist Krystian Zimerman perform works by Brahms; 5.30pm; Nov 17, 18 (9pm), 19 (7.30pm)

STUTTGART

OPERA
Staatstheater Stuttgart Tel: 49-711-20320
• Der Rosenkavalier; by R. Strauss. Conducted by Michael Boder, performed by the Staatstheater Stuttgart. Soloists include Cheryl Studer, Ingrid Stadler and Helmut Berger-Tuna; 8pm; Nov 17

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10.00 European Money Wheel
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Philip Stephens

Surfeit of mush

Labour's Tony Blair does not need new policies before the election. He needs to clarify the ones he has



It is received wisdom in British politics that John Major is more impressive close up. On the podium, the prime minister fumbles and bumbles. One-to-one, he is engaging and amusing, if quicker-tempered than many imagine. By contrast, Labour's Tony Blair is an accomplished speaker. No great orator, but a politician at ease with the autocue and the television lights.

So far, so uncontroversial. But it is only half the story. An appreciable gap has opened up between the public and the private Mr Blair. Listen to his speeches and you start to notice a subtlety, rhetorical flourish, to subvert policy points. Somehow he can sound at once impressive and mushy. Then talk to him close up and the sharpness returns.

You cannot blame Mr Blair. For more than two years he has been redrawing the boundaries of British politics. He has a singular grasp of political strategy. Incumbency, though, gives the Conservatives an inbuilt advantage. The voters know the government from its actions. The opposition's only weapon is language. Mr Blair cannot offer proof of how he would govern. He can only say it. And to say too much is to offer unnecessary hostages to fortune.

His party's image-makers are wedded to the vision thing. President Bill Clinton promises a bridge to the 21st century, so Mr Blair must offer an age of achievement. I hated the glib phrases in his annual party conference speech. Mr Blair's aides assured me they made for perfect television. Maybe. But the election is at most six months off. He needs now to aim for more than 20 seconds on the *Nine O'Clock News*.

Labour's most precious commodity before the election will be clarity. Without clarity Mr Blair cannot win trust. And without trust, he might yet lose. I have no idea whether the now ubiquitous focus groups of wavering voters say that the Labour leader is shy. Nor do I think it matters whether women find him sexy. What does count is the uncertainty about what he would actually do in Downing Street.

The private Mr Blair will give you a straight answer. He understands he cannot make everything a priority. He has a handful of objectives. He wants to merge, as Mr Clinton has done, that a left-of-centre government can run a prosperous, low inflation economy. He is scathing about what the government's record of macro-economic management, respectful of its micro reforms. He intends to bury once and for all Labour's reputation as anti-business. His social policy would concentrate on education and on starting to change Britain's welfare culture. Constitutional reform at home would be coupled with rebuilding relationships in Europe.

So Labour does not need an avalanche of new policies. It does need clarity in its existing plans. During the next six months they will be subject to powerful scrutiny. As things stand, there are too many instances

where the glossy covers of the Labour party's policy documents barely conceal a distinctly soft centre

There are too many instances where the glossy covers of the Labour party's policy documents barely conceal a distinctly soft centre

answered questions, too many instances where the glossy covers of policy documents barely conceal a distinctly soft centre.

Labour's inflation target will be at least as tough as the government's goal of a rate of 2.5 per cent or less. Mr Brown will put a figure on it before the election. The shadow cabinet has also been told that the public spending ceiling set by Kenneth Clarke in this month's Budget will be carried over by a Labour administration.

On tax we will hear little more until the New Year. Mr Brown wants first to examine Mr Clarke's Budget arithmetic. And he will take his time before producing a response. But Labour cannot avoid clarity on the specifics of income tax rates. So come January or February, he will promise to leave the main ones unchanged. The present earnings ceiling on National Insurance contributions will also stay in place.

As to the top rate, though, neither Mr Blair nor Mr Brown have yet made up their minds. Raising it from 40 per cent to 50 per cent for those earning more than £100,000 a year would yield an extra £1bn. Economic logic argues for the shadow chancellor to leave himself that option. The public finances are not exactly in great shape. The wealthy would barely notice. And £1bn of extra revenue would make a useful start to financing Mr Brown's promised 10p starting rate of tax.

Politics, though, points in another direction. A decision to stick with the present top rate would infuriate the Old Labour left. So much to the good. That would reinforce the message to the wider electorate. I can think of no clearer symbol of the change Mr Blair has wrought on his party. And from now until polling day it is clarity that counts.

On Europe, Mr Blair wants to stick with his present hand. He remains doubtful that Britain could join a single currency in 1999 and certain that it could not be part of the first wave without a referendum. But as long as the Conservatives are fighting among themselves he can get away with the present ambiguity. He also thinks that after the election he would be able to cut a deal in the European Union's intergovernmental conference which he could not offer before polling day.

The big election issue, though, is the economy and tax. Gordon Brown, the shadow chancellor, has already been sharper than most. Labour's broad economic framework is in place. In coming months he will add more detail.

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LETTERS TO THE EDITOR

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Free trade critical to ensuring security of world food supply

From Sir Michael Franklin

Sir, Your leader on the current Food and Agriculture Organisation summit meeting ("World hunger", November 14) is right to stress the role of freer agricultural trade in meeting the growing world need for food. This is not a popular message in all quarters, where self-sufficiency is regarded as the only answer.

But as we say in our evidence to the Home meeting: "An open and free world trade system is a critical component in providing adequate food security around the world. It allows countries in one region to offset

supply shortfalls with plentiful supplies from other regions. It lowers total food costs to consumers, and allocates production to where it can be done most efficiently, and in an environmentally sound manner." The economic gains would be more than sufficient to compensate developing importing countries for any rise in world food prices.

We agree with you that hunger and malnutrition are primarily associated with poverty. Nevertheless, the requirements for increased food production are formidable and will not be achieved without the application of

science and technology. It is worrying that public expenditure on agricultural research is declining. What is needed, above all in Africa, is an international effort, on the scale of the Green Revolution, in raising yields, developing technologies that work in the soil and the climatic conditions of Africa and in passing all this on to working farmers.

Sir Michael Franklin, International Policy Council for Agriculture, Food and Trade, 1616 P Street, NW, Washington, DC 20038, US

Policy, not the detail

From Mr Padraig Flynn

Sir, Allow me to correct a possible misunderstanding arising from your editorial on the ruling of the European Court of Justice about Working Time ("Make it work in Europe", November 13).

We can all agree that the operation of the single market does not require the harmonisation of the detail of social legislation. This has never been the Commission's objective. Most European legislation in this area simply lays down minimum standards, leaving a large degree of discretion to member states as regards detailed implementation.

More importantly, however, I see no evidence that the setting of European minimum standards is in any way incompatible with the idea that member states need to undertake serious reforms of their labour markets in order to improve competitiveness and encourage job creation. Indeed, the Commission, and I personally, have taken the lead in promoting the need for such policy changes.

Padraig Flynn, Member of the European Commission, Rue de la Loi, 200, 1049 Brussels, Belgium

Shareholder value - in the longer term

From Mr Alexander Zederbauer

Sir, Your article "Backlash against the axe" (November 13) is partly based on a misunderstanding, namely that increasing short-term profits is equal to increasing shareholder value. This is not true. Cost-cutting that

everybody, not only the shareholders - the economy is no zero-sum game. The long-term view of profits that you mention at the end of the article is therefore not really surprising. It is just the realisation of what shareholder value is really about.

more companies that had to re-hire people they had fired only a couple of months before. Still, the only goal of a company can and must be to increase shareholder value. This does not imply that all the other goals, concerning employee and customer satisfaction or the environment, should be neglected. They become sub-goals, means to achieve the creation of shareholder value. What follows is the efficient use of capital. And this serves

Alexander Zederbauer, MBA student at the Leonard N. Stern School of Business at New York University, 101 West 85th Street, 5G New York, NY 10019, US

Limited responsibilities only for Oxford Business School

From Mr Wajid Said

Sir, I would like to correct two points in Richard Wolfe's piece "Oxford to seek new business school site" (November 12). First, it is not true to say that I was an "agent" of British Aerospace in the Al Yamamah deal. As I have said on countless occasions, this was a government-to-government contract and I am proud to have played albeit a small part in helping Britain to win

the right of approval over the appointment of the director, but cannot impose a candidate. No one can suppose that someone of the calibre of the newly-appointed director, Professor John Kay, would have accepted the appointment if there were any question of my being in a position to interfere in how he runs the school.

Wajid Said, 27 Avenue Princesse Grace, MC-98000, Monaco

Pfizer forum

From Welfare State to Social State

BY DR. WILFRIED FIEWO

All Western countries are suffering from run-away social welfare costs. A free-market economist argues that social security can be made more efficient through the establishment of "Social Savings Accounts".

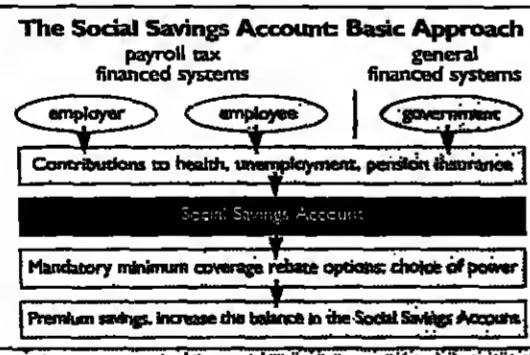
Whether in the forms shaped by Bismarck in the 1880s or Roosevelt or Beveridge in the 1930s and '40s, the modern welfare state seemed to be the model for the maturing industrial society. It was even credited with initiating a virtuous cycle: pension, unemployment and health insurance provided social stability. With improved and sustained health, the work force became more productive. Unemployment insurance allowed workers to overcome cyclical and structural slumps without falling through the social safety net. Guaranteed pensions meant workers could look forward to retirement.

The success of this model made us blind to its basic design flaws. First, the welfare state treats citizens as recipients of entitlements bestowed on them, rather than as sovereign customers who otherwise can choose among an array of goods and services; with uniform entitlements, there are no incentives to economise. Second, social security is provided by Government through monopoly schemes, whose efficiency has been dismal when compared with other sectors of the economy. Third, the welfare state is founded on the fiction that each working generation will support the retired generation and also raise a strong future generation.

Increasing global competition has now exposed the Achilles heel of the welfare state: we in the West can no longer afford to fund the welfare state that we have created for ourselves. We are now caught in a vicious cycle: with higher unemployment and an increasing number of pensions financed in pay-as-you-go schemes, fewer workers have to pay for more beneficiaries. The welfare state is absorbing the savings that we urgently need for investments as we leave the machine age and grow into the information age.

Applying the principles of the market economy to social security would unlock a vast potential of efficiency gains. The issue in such a reform is how to preserve equity. Social security must be affordable for all. This is the basis of a proposal to

replace current social security systems with "Social Savings Accounts" (SSAs) - an approach which would gradually privatise social security without slashing the social safety net. The cornerstones of this approach are financial empowerment and individual responsibility. Under this proposal, every individual would get the money required to purchase today's level of social security benefits. Each individual would then be allowed to decide what level of benefits he



would purchase - so long as he met a minimum standard. The ruling principle of this reform would be: nobody loses. Everyone would have the choice, and the means, to maintain the current benefits he and his family enjoy.

The steps to achieve this reform would be: (1) Empowerment: The money that is currently spent on behalf of each individual's health, unemployment and pension insurance would be deposited into a "Social Savings Account" (SSA), which is vested in the individual. With the same money in hand as is now spent on his behalf, the individual would be enabled to buy the same benefits as presently received from the state (i.e., nobody loses).

(2) Fairness and finance: No additional spending would be required, since the money that will be deposited in the Social Savings Account is currently collected via general or payroll taxes. Since no one should lose in switching to the new system, subsidies (e.g., from small to large families in health insurance) would be preserved.

(3) Safeguard and choice: The individual would only be required to buy a minimum level of social insurance - i.e., enough to prevent him or his family from becoming a welfare case. "Topping up" to current benefits or beyond would be optional. A system of bonuses, rebates, co-payments and

deductibles would reward prudent behaviour.

The individual would also be free to choose his provider for both mandatory and optional coverage. Competing private providers of social benefits would replace the Government monopoly, yielding efficiency gains analogous to those achieved by privatised and competing telecoms.

(4) Savings to keep: An individual who achieved savings on premiums - either by opting for less than current coverage or by choosing an efficient provider - would be allowed to retain those savings in his Social Savings Account. He would be permitted to make withdrawals for optional coverments or for any other social insurance purpose.

(5) Pension reform: The Social Savings Account would help solve the looming demographic crisis of pay-as-you-go pension systems, because the unspent balances of SSAs could be used to gradually build up a fully-funded pension system. In the transition period, payroll taxes would still support those who paid into the current system.

In a nutshell: privatisation of social insurance would lead to efficiency on both the demand and supply sides. Mandatory minimum insurance would preserve the "safety net", while the "nobody loses" rule would guarantee equity. Social Savings Accounts thus make true pension reform possible.

Dr. Fiewo is chief executive of the Treasurer's Chamber of Industry and Commerce in Brussels, Germany, and author of "From Welfare State to Social State: Empowerment, Individual Responsibility and Effective Competition", which can be obtained from the Center for the New Europe, Business Media Building, Research Park, De Haan, B-1731 Zandvoorde, Belgium.



Europa • Dominique Moisi

On two different cycles

Clinton's victory underlines the deep divisions between the US and Europe

President Bill Clinton's election has brought evident satisfaction in most European capitals - no doubt because of the comfort of seeing familiar and experienced faces in power.

But Mr Clinton's victory raises interesting questions for Europeans, because it confirms a divergence between the two partners in the transatlantic alliance. Mr Clinton has been returned to the White House in spite of continuing doubts over the character of the presidential couple and the risk that his second term could be marred by the eruption of scandals. The American people have chosen continuity over change, demonstrating a reassuring centrist. They have expressed their satisfaction at the growth in the US economy and declared their faith in the future.

Among Europe's leaders, the only one who appears able to understand similar feelings in the electorate is Helmut Kohl, the German chancellor. His honeymoon with the German public may not last for ever.

Rarely in recent history have Europe and the US been at such different stages in the political cycle - of hope and trust for America, self-doubt and pessimism for Europe.



Divergent transatlantic partners: President Clinton (left) with Jacques Santer

Americans and Europeans is seen by some observers as evidence of a deep and durable decline in Europe's global role. Others believe it is a temporary and superficial phenomenon that will pass when Europe regains its confidence, will-power and sense of direction.

As for the US, it may be more vulnerable to economic, political or social shocks than it now seems. The US may be up now, and Europe down - but history is full of ironies and unpredicted upturns or downturns.

However, the current psychological imbalance between Europe and the US is bad news for the transatlantic relationship. At a recent conference at the Ditchley Park conference centre in Oxfordshire, a former US diplomat described jokingly his ideal vision of "a strong Europe that would follow America's lead".

Such behaviour would encourage the already too visible US tendency towards unilateral action in Europe's world affairs - as seen in its reinforcement of sanctions against Cuba. Why would or should Washington take seriously a Europe which harbours such doubts about itself?

Such an imbalance relationship could also encourage an atmosphere of suspicion. Europeans are already unhappy with what they sometimes perceive as Washington's support for enlarging the European Union to the detriment of deepening it through further integration.

They worry that the US is offering EU membership as a consolation prize to those former communist countries of eastern and central Europe that will be refused membership of Nato. Europe believes this would mean it got the worst of both worlds: Moscow would be unhappy that any of its former satellites had been admitted to Nato; but the cost of enlargement would fall on the EU which would have to integrate countries such as the Baltic republics which are not yet ready to survive in a market economy.

On the US side, by contrast, the highly visible activism of French diplomacy from the Middle East to Africa is a constant source of irritation. (This sentiment is sometimes shared in other important European countries: the unilateralism of France in European matters is similar to the unilateralism of

the US in world affairs.) This combination of imbalance and suspicion would ultimately matter little if the mission of the alliance was clear and evident on both sides of the Atlantic. But the strategic agenda has lost its clarity and urgency with the disappearance of the Soviet threat. The growth of globalisation means the importance of economic ties is diminishing - even though trade between Europe and the US is growing constantly. And culturally, US interest in Europe is decreasing, judging by the decline of interest in European languages among young Americans.

The questions are the same on both sides of the Atlantic: what is the role of the state in society? How can national identity be defined or redefined? How can social security systems be recreated or sustained to protect the weakest members of society? But the gap between the US and Europe could continue to grow.

Nonetheless, there is good news for Europe in events across the Atlantic: the US has demonstrated a renewed dynamism, inventiveness and creativity in a society which never gives in to negativity, despair and resignation. For a Europe sunk in gloom, this may be the most important element of transatlantic relations today.

The author is deputy director of the Paris-based Institut Français des Relations Internationales and editor of *Politique étrangère*. He writes here in a personal capacity.

COMMENT & ANALYSIS

FINANCIAL TIMES

Number One Southwark Bridge, London SE1 9HL
Tel: +44 171-873 3000 Telex: 922186 Fax: +44 171-407 5700
Friday November 15 1996

Aid in our time

Western nations led by Canada are now moving towards a desperate attempt to ride shotgun on the aid wagon for Zaire. When 1m exiles are facing starvation, it is difficult to resist pleas that something must be done. However, the armed intervention which western powers are now considering looks perilous and ill considered.

No lame ducks

The problem of state aid in the EU is proving remarkably hard to uproot. Collectively, it is absurd for member states to compete with each other in propping up their lame-duck industries. But the number of cases of state aid is rising sharply. Yesterday, Mr Karol Van Miert, the EU's competition commissioner, convened a meeting of industry ministers to discuss stemming the tide.

UK inflation

Cope! Yet another official UK goal is in danger. The news that retail price inflation, less mortgage interest, was 3.3 per cent in the year to October suggests it is quite likely to exceed the target of 3% per cent, or less, by the end of this parliament.

Drive for home market

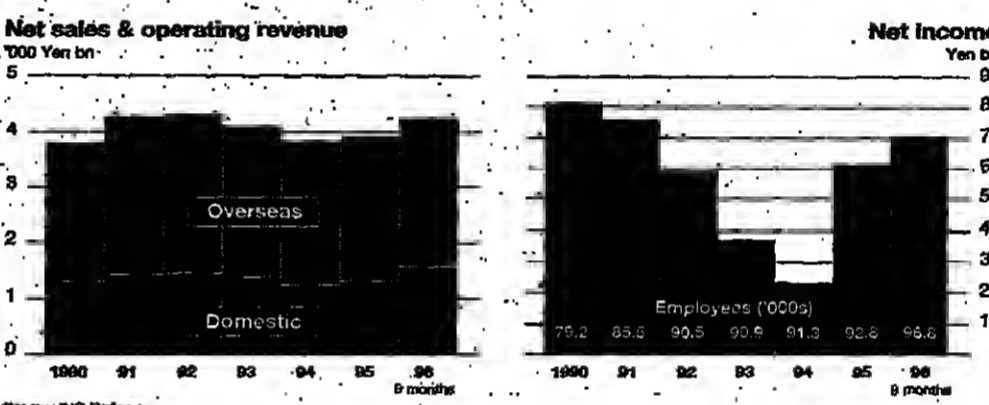
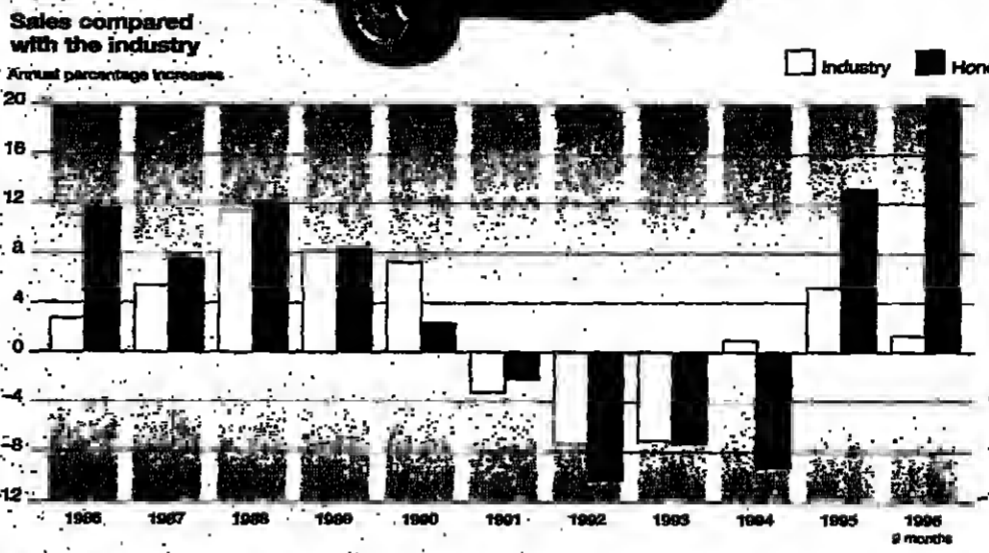
Honda's recent success is the result of cost-cutting and innovative products for Japan, says Michiyo Nakamoto

Honda: seizing market share



The Shuttle/Odyseey

Nobuhiko Kawamoto president



Japan's car companies have emerged from one of the most difficult periods in their history, more efficient and competitive than ever. The country's leading carmakers have shown a formidable capacity to slash costs in the face of a sharply appreciated yen in order to maintain their position in global markets.

To achieve this, and pursue global expansion simultaneously, he knew from the moment he took the wheel six years ago that Honda would have to undergo radical change. His recipe of tighter cost controls and increased efficiency was controversial in a company traditionally dominated by entrepreneurial engineers-cum-designers in the mould of Mr Shoichiro Honda, the company's founder.

from 5.4 per cent in early 1994 to 14.4 per cent in September. Mr Noriyuki Matsushima, industry analyst at Nikko Research Centre, says: "No other company has increased its market share so much in such a short amount of time."

the brink, Mr Kawamoto argues. "In an age in which major industrialised markets are not growing, and in which business is often at the mercy of forces beyond your control, such as politics and exchange rates, in order to survive you must improve efficiency," Mr Kawamoto says.

leadership of its founder, this open, carefree atmosphere began to encourage indecision, a lack of controls and of strategic direction at Honda. "When I was in the R&D department during the 1980s, it was not clear who was making the decisions," Mr Kawamoto says.

Apple's smorgasbord

Today's special is the 16-bit fruit cocktail. Mixing bit with bit, Apple Computer is leading its name to new cases being developed by Mega-Bytes International, BV, a London property investment company.

Ridden off?

The build-up of dust against EU environment commissioner Ricc Haebergl is promising to increase global warming. The Danish commissioners...

OBSERVER

famous forthrightness has now produced an ozone hole-sized rift with the European parliament's environment committee, after she told a Danish newspaper the committee was "untrustworthy".

Backhand slash

Politics has a bitter taste for Romania's former tennis star Ilie Nastase. Only months after joining, he's just resigned from the ex-communist Party of Social Democracy, having failed to win a seat in parliament in last week's general election.

Yesterday saying joining the party was a big mistake. If only all politicians were so quick on the uptake.

Village voice

The village of El Borja, 20 miles off the beaten track from Malaga in Spain, is planning to put itself on the map of world history on Sunday, as the place where the end of Neoliberalism began.

Five gold rings

New evidence of the troubling unreliability of US economic statistics reaches us from the Philadelphia-based PNC Bank. According to some recent research by its economists, the cost of Christmas is rising at more than twice the official rate of inflation of 3 per cent.

Financial Times

50 years ago
Whether The Frame? Letter to the Editor: The private opinion of most politicians, functionaries and businessmen is that a devaluation is inevitable. The natural belief is that a devaluation of the order of about 100 per cent is likely by January or February, 1947, by which time the new Government should be firmly entrenched as any French Government has been in the last 20 years.

FINANCIAL TIMES

Friday November 15 1996

LEGAL DEFINITIONS
 goodwill n. 1 document in which you are left something of value 2 what you should extend to others when this occurs 3 the good reputation of a business and its contacts with customers. See ROWE & MAY; asap (tel 0171-248 4382).

LEGAL DEFINITIONS
 proxy n. 1 place that is as a cinema but has since been turned into a food outlet and bingo hall 2 document which gives someone the power to act on behalf of someone else. See ROWE & MAY; asap (tel 0171-248 4382).

Santer accuses UK of 'sweatshop' mentality

By Caroline Southey in Brussels

Mr Jacques Santer, president of the European Commission, yesterday launched his first open attack on a European Union member state. He accused Britain — though without naming the UK — of favouring a sweatshop economy and refusing to face up to its responsibilities over BSE, or mad cow disease.

Mr Santer hit out at advocates of a "return to the Dickensian sweatshops of the 19th century". He also implicitly attacked Britain for failing to act "with goodwill" over BSE by "gnawing at political pot-scoring instead of admitting their basic responsibility".

A senior EU official said Mr Santer had been infuriated by Britain's attitude to a European Court of Justice ruling this week on a maximum 48-hour working week and "sickened" by some British press coverage of the judgment.

Relations between the UK

and its EU partners were worse than ever since the 1990s.

Britain has been in open conflict with its EU partners twice this year. In April the British government adopted a policy of non-cooperation in an effort to secure the lifting of an EU-imposed worldwide ban on British beef.

This week Mr John Major, the prime minister, set Britain on another collision course with the EU over employment and social law. Mr Major threatened to veto the conclusions of the inter-governmental conference on the future of the EU next year unless its partners agreed to treaty changes and a UK opt-out from the 48-hour working week directive.

He argued that the law would undermine British competitiveness.

Mr Santer, speaking to EU retailers and distributors at a Eurocommerce conference in Brussels, admitted there was a

need for "more flexible labour markets" in the EU, including lower non-wage labour costs and welfare system reforms.

But he argued a 48-hour week was a "minimum standard which allows those who want to work more if they so wish".

On BSE, Mr Santer said the Commission was doing its "level best" to support farmers and remove the disease in an effort to restore confidence in "all EU beef markets". He pointed out that about £6.4bn of EU funds would be needed over three years to bail out the beef sector.

"We know what's at stake. I regret that not all our member states have acted with the goodwill we have," he said, adding that "the Commission did not create BSE. Nor the BSE crisis". The attack is certain to infuriate the Eurosceptic wing of Britain's Conservative party and intensify divisions over Europe.

Ex-minister rages, Page 9

Italy's anti-graft leader quits as minister

By Robert Graham in Rome

Italy's six month-old centre-left government faced the first serious crisis yesterday when Mr Antonio Di Pietro, the former anti-corruption magistrate and the country's most popular public figure, resigned as public works minister.

This followed a day of speculation after reports that Mr Di Pietro was under investigation for unspecified reasons by the public prosecutor in the northern city of Brescia.

He announced his resignation in spite of messages of support from Mr Romano Prodi, prime minister, and other government colleagues.

The move comes at a delicate moment for the government with the 1997 budget before parliament. It is a serious blow to the authority of Mr Prodi, whose image has been dented by weak leadership and dissension within his centre-left coalition.

Mr Prodi was instrumental in bringing Mr Di Pietro into the cabinet against the advice of several of his coalition partners.

In a brief and bitter letter of resignation to the prime minister, Mr Di Pietro said his gesture was final and begged not to be asked to reconsider.

"I have to pay for my sole error [of which I am proud] of having sought to get to the very heart of the matter [corruption]. At this point I can only say basta [enough]."

The immediate government reaction was one of dismay. Mr Prodi was due to make a statement to parliament late last night.

But there was satisfaction among members of the opposition Forza Italia, headed by Mr Silvio Berlusconi whom Mr Di Pietro helped incriminate for corruption. Forza Italia had been carrying out a rough campaign against the former magistrate in recent months.

Mr Di Pietro's name has cropped up in investigations conducted by La Speseta magistrates that led in September to the arrest of the head of Italy's railways and several other prominent figures. Two weeks ago he embarrassed the government, publicly accusing members of the Guardia di Finanza (financial police) of seeking to smear his reputation.

Mr Di Pietro resigned from the Milan magistracy in December 1994 amid suggestions he was being blackmailed by those he had crossed while unearthing a nationwide web of corruption at the highest levels. His investigations helped bring down the postwar political system.

THE LEX COLUMN

Penalising profligacy

The European Commission has precious little credibility policing the Treaty of Rome's state aid prohibitions. The Commission itself is only partly to blame; the real problem is that there are no penalties for breaking the treaty. So it is hardly surprising that most governments flout the rules with impunity. Look at France's multiple bail-outs of Crédit Lyonnais, Germany's subsidies to Volkswagen and Italy's aid to Iri. And that is without mentioning the buckets of subsidies being poured into Europe's airlines and the hidden aid that comes from governments guaranteeing companies' borrowings.

The Commission should really declare all these subsidies illegal. But since this leads to a drawn-out legal squabble with no effective sanctions, it normally ends up negotiating squalid compromises under which aid is trimmed back in exchange for Commission approval.

The Commission's latest proposals for making subsidies more transparent are reasonable so far as they go. But that is not very far. The only way of really stamping out the bad habit is to fine those who flout the rules. There is a precedent of sorts in the proposed stability pact for policing budget deficits after monetary union. And to make the fines really bite, it would be good to adopt the US system of triple damages. This would not necessarily stop governments funneling another \$1bn to their next basket case. But the prospect of paying a \$3bn penalty on top would make them think thrice.



both offers could have been worse. True, they represented a 40 per cent discount on book value. But given the restrictions bidders were supposed to accept, offers of 10.5 times this year's expected earnings were not laughably mean.

The government claims it will still sell CIC somehow, and so it should. But it should resist the temptation to solve the problem by preserving the company's structure in even stickier aspic. If it wants a better price — and with it some useful rationalisation of France's overpopulated banking sector — it has to show more flexibility. And if this means the present top management has to be changed, so be it.

Gilts

Nowhere is the price of the UK's messy relations with the rest of the European Union more visible than in the bond market. For a brief period yesterday, UK gilts were the highest yielding government bonds in developed Europe, apart from Greece. There is no economic explanation for this; the reason lies rather with "convergence" euphoria that has swept aside consideration of fundamentals. But the sharp rally in gilts yesterday, despite the backdrop of gloomy inflation figures, suggests the penny may finally have dropped.

The market has become too bearish on gilts; neither the political nor the economic outlook justifies a real interest rate of around 5 per cent compared with 3-3½ per cent historically. Of course, there are concerns: interest rates look to be on a rising path, and the chancellor of the exchequer may play fast and loose with government finances in an effort to buy electoral success. But Mr Kenneth Clarke has shown himself a canny chancellor; his critics would allow, and there is less reason than in the past to believe a Labour government would be a soft touch. The most likely scenario for the UK economy, whether under Tory or Labour stewardship, is for growth, inflation and budget deficits roughly in line with the average European Union country.

This is not the sort of stability — budget and election jitters notwithstanding — normally associated with high yielding markets. At current levels, gilts certainly look a better bet than Italian bonds.

CIC

Pity France's finance ministry. With the decision to postpone the sale of the CIC banking group, its privatisation programme has hit yet another political pothole. At the root of the latest upset is CIC's inelegant structure, really a group of 11 highly autonomous regional banks. CIC's cost/income ratio is inevitably high. A buyer, left to its own devices, would want to change this high-cost framework — and therein lies the political problem. Spurred by loud opposition from CIC's top management, worries about job cuts have grown.

Yet the government had already pondered to this concern by imposing stiff constraints on bidders' freedom to make changes. As a result, it cannot have been surprised that there were only two bidders, and that their offers were not generous. In fact, at around FFybn (\$1.9bn).

Additional Lex comment on GUS, Page 22

Nato, EU

Continued from Page 1

1998. The Commission has set 2002 as the most likely date for the first wave of eastern Europeans joining the Union.

However, this date would come only after the EU's inter-governmental conference, after a long screening process of candidates, and after the planned launch of the single European currency in 1999.

Diplomats described last month's meeting as productive, but Britain and France have strong doubts about establishing the formal consultative mechanism favoured by some senior US diplomats.

The French insist they will rejoin Nato as a full partner only when a European officer takes over Nato's command in the Mediterranean.

Pakistan seeks IMF boost for foreign reserves

By Farhan Bokhari in Islamabad

Pakistan's new government is seeking to accelerate borrowing from the International Monetary Fund to help bolster foreign reserves, which — at \$640m — are equivalent to just three weeks of imports.

Its made its request public yesterday as the IMF confirmed it had agreed to recommit to its board the reactivation of a stalled \$600m standby loan. Its suspension last June caused a widespread loss of investor confidence, contributing to the downfall of Ms Benazir Bhutto as prime minister.

The IMF said it might consider giving Pakistan additional assistance, but did not say how much.

This positive statement, at the end of a visit by Mr Paul Chabrier of the IMF's Middle East department, triggered fresh optimism among commercial bankers, who said it would help expedite plans to raise new loans to Pakistan that would help tide it over December payments.

Once its IMF loan is reactivated, Pakistan could normally expect to borrow a \$160m tranche immediately. One senior official said his country might seek \$400m to \$500m in all from the IMF. The need for finance is becoming acute as it faces debt repayments of \$600m by December.

"We are pretty confident

that we have indeed turned the corner with these discussions," Mr Javed Burki, the prime minister's adviser on finance, said at a news conference.

He also announced he would visit Washington next month to begin discussions towards a longer term under the IMF's Extended Structural Adjustment Facility.

Mr Sajjad Razvi, country head of Citibank, said he was encouraged by the announcement. Citibank and the Dutch ABN Amro Bank are considering a one-year \$225m loan backed by foreign currency earnings of Pakistan's telecommunications company.

Also encouraged was Mr Muneer Kamal, country head of the Bahrain-based Faysal Islamic bank, who added: "This announcement gives us more comfort. Foreign banks were looking towards the IMF deal." He said his bank would sign an agreement on Tuesday to lend Pakistan up to \$100m.

Some analysts said, however, that Pakistan still faced heightened political risk in spite of the success of the IMF talks. Mr Meiraj Khalid, the caretaker prime minister, has begun to draw criticism for not giving a clear sense of direction on policy.

Mr Burki said President Farooq Leghari, who sacked the Bhutto administration, has given assurances he will take "personal responsibility" for economic reforms.

GUS move

Continued from Page 1

areas to Experian but has more expertise in credit card processing. The Experian brand would eventually replace CCN.

Analysts broadly welcomed the move. "This is a good strategic move in a high growth market without overpaying," said Mr Richard Edwards at ABN Amro Hoare Govett.

Lord Wolfson said: "I can't think of many deals that would be more attractive unless someone wanted to sell Marks and Spencer for half its value."

He added that the group would launch a review of its other businesses, which include the Kays catalogue, financial services and the Scotch House retail chain.

EMERGING MARKETS LIQUID INVESTMENT PORTFOLIO

PRELIMINARY RESULTS for the year to 31 August 1996

	1996 US\$	1995 US\$	Change %
Total net assets	101,217,049	53,806,221	+88.1
Net asset value per unit (bid)	19.46	13.30	+46.3

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Emerging Markets Liquid Investment Portfolio (EMLIP) has achieved a fourth successive year of double digit annual total return since inception in November 1992, with a cumulative return of 108.5%. EMLIP has outperformed the Total Return Brady Bond Index by approximately 30% since November 1992 and is currently rated No 1 Global Debt Fund over 3 years (source: Micropal).

RISK DIVERSIFICATION

Risk is substantially reduced through diversification by country, asset class and instrument allocation. As at 31 August 1996, EMLIP was invested in 21 countries and 41 instruments.

OUTLOOK

The Investment Manager believes that the outlook for the global emerging sovereign debt market remains robust. Emerging market bonds and loans are attracting increased new money from US institutional investors. With yields still handsomely in excess of those for similar rated corporate paper in the US and with improving credit fundamentals in emerging countries, EMLIP is well placed to benefit from these positive trends.

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FT WEATHER GUIDE

Europe today

High pressure will promote calm but cloudy conditions over most of the UK. Central England will have patchy fog. Rain will start in the late afternoon in the north-west but the south-east will have some sun. Gentle to moderate easterly winds will bring cold air, with overnight frost, to Germany, France and the Benelux. Southern France and most of Spain will be unseasonably cool with cloud and showers in most areas. Portugal, southern Italy and the south-east will stay rather sunny. The southern Alps will be wet.

Five-day forecast

The UK will become cooler. Snow showers will develop in Scotland. The rest of the UK and the Benelux will have showers. Conditions will improve in Spain after Saturday but the north will stay wet. A low over Italy will cause a lot of rain over the Alps from Sunday.

TODAY'S TEMPERATURES

Location	Temp	Location	Temp	Location	Temp
Abu Dhabi	sun 28	Bangkok	sun 31	London	sun 15
Akrotiri	sun 28	Beijing	sun 22	Luxembourg	sun 15
Algiers	sun 24	Berlin	sun 21	Lyon	sun 16
Amsterdam	sun 15	Birmingham	sun 18	Maastricht	sun 17
Athens	sun 19	Bombay	sun 32	Madrid	sun 18
Azores	sun 15	Buenos Aires	sun 23	Manila	sun 30
B.Aires	cloudy 30	Budapest	cloudy 13	Mexico City	sun 23
Bahraij	drizzle 8	Cairo	sun 23	Milano	sun 12
Bangkok	sun 35	Cardiff	sun 11	Montréal	sun 8
Barcelona	showers 14	Cape Town	sun 21	Moscow	sun 23
				Mumbai	sun 31
				Nairobi	sun 28
				Nassau	sun 26
				New York	sun 8
				Nice	sun 16
				Niagara	sun 23
				Oslo	sun 5
				Paris	sun 10
				Rangoon	sun 32
				Reykjavik	sun 0
				Rio	sun 26
				Rome	sun 20
				S.Fisco	sun 15
				Saoji	sun 25
				Seoul	sun 17
				Singapore	sun 30
				Stockholm	cloudy 7
				Strasbourg	cloudy 7
				Sydney	sun 26
				Taipei	sun 26
				Tel Aviv	sun 26
				Tokyo	sun 15
				Toronto	sun 1
				Vancouver	sun 1
				Venice	sun 15
				Wien	sun 13
				Winnipeg	sun 7
				Washington	sun 7
				Wellington	sun 17
				Wrsaw	sun 9
				Zurich	sun 8

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COMPANIES & MARKETS

Friday November 15 1996

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IN BRIEF

MCI reshuffles top team for BT
 MCI, the US telecommunications group, announced a reshuffle of its top management group to prepare it for the planned acquisition by British Telecommunications. The changes will involve Mr Bert Roberts, the company's chairman, giving up the chief executive position he has held since 1992.
 MCI's reshuffle echoed comments already made by the company about how its management structure would change after its merger with BT, a process the two have said will take a year to complete. *Page 22*

Les Echos appoints new head
 The board of Les Echos named Mr Olivier Fleuret to replace Mr Gilles Brochen who was dismissed as head of the French publishing group after what the latter called "a disagreement over management of the group". *Page 18*

Report says new Smart car is unstable
 The Smart, the innovative two-seater car being developed by Mercedes-Benz and SMH, is unstable in extreme driving conditions, according to Auto Motor und Sport, the German motoring magazine. In its latest issue, the magazine says that, in testing, Smarts have toppled over in certain conditions. *Page 18*

Clean listing may brush off clients
 This week's proposals to raise minimum listing requirements for the Nasdaq stock exchange - its latest attempt to clean up an image tarnished by trading scandals and penny stock fraud - may undermine its role as a source of capital for young entrepreneurial companies. *Page 21*

British Biotech in \$74m Japanese deal
 British Biotech has signed a \$74m agreement with Tanabe Seiyaku, a large Japanese drug company, to develop and market the anti-cancer drug marimastat in Japan. *Page 22*

Spending hits Thai telecom profits
 Two of Thailand's leading mobile telecommunications companies reported sluggish third-quarter profit growth reflecting growing competition amid increasing capital spending. *Page 20*

Acquisition could be critical to market position of Macintosh **Military training jet makers in Italy set to merge**



Apple chief Gil Amelio: Be acquisition would be a bold move because until now Apple has developed its own software

Apple moves closer to acquiring Be

By Louise Kehoe in San Francisco

Apple Computer, the struggling personal computer manufacturer, is attempting to reach a final agreement to acquire Be, a Silicon Valley software venture that has developed a new operating system for PCs based on the PowerPC microprocessor used in Apple's Macintosh.

The acquisition, if it goes ahead, would be a bold move by Mr Gil Amelio, who took over as chairman and chief executive of Apple in February. Until now Apple has developed its own software. This has set it apart from other PC companies which have relied on Microsoft, the world's biggest software group, for operating system programmes.

Be was founded by Mr Jean Louis Gasse, formerly Apple research director, who left the company in 1990 after a difference of opinion with former Apple chairman Mr John Sculley. Yesterday, Mr Gasse said that, after five months, negotiations with Apple had "stalled over price". He was not optimistic about the outcome. However, others close to the two companies said the talks were continuing.

Apple declined to comment yesterday, but the price under discussion is believed to range between \$75m and several hundred million dollars.

Last week the company said it was in the process of finalising its long-term operating system strategy and would make an announcement early next year.

The acquisition could prove critical to Apple's efforts to rejuvenate its Macintosh software to compete with PCs running Microsoft's Windows.

Over the last year, Apple's share of the PC market has declined sharply amid concerns about the company's future. Although sales picked up in the last quarter, Apple's future success depends on its ability to maintain a reputation for superior software, industry analysts said.

Apple's attempt to develop a new Macintosh operating system, codenamed Copeland, are at least a year behind schedule.

Copeland was to have enabled Apple to leapfrog Microsoft with software designed to adapt automatically to a user's needs.

However, the prospects for this project are now uncertain. It is not even close to completion. Last week Apple said that instead of launching a new operating system it now planned incremental improvements to the current system, drawing on the Copeland project work.

Apple's financial problems over the past year have led to the resignation of several of its software developers, many of whom have joined competing companies, including Be.

The acquisition of Be could enable Apple to move more quickly to a new generation of Macintosh software. If a deal is reached, the Be software is expected to become the "kernel" of a new Apple operating system.

Be has already reached a "handshake agreement" to license its operating system software to Power Computing, a manufacturer of Macintosh "clones".

Domestic upturn aids strong rise at Sanyo and Casio

By Daniel Bögl in Tokyo

Sanyo and Casio, two of Japan's leading electrical goods companies, reported strong first-half results with continued export growth bolstered by a gradual recovery of consumer demand at home.

Sanyo saw healthy growth in CD-Rom drives and rechargeable batteries, which are used in mobile phones, as well as strong demand for solar panels and commercial food equipment.

Sanyo Electric, the nucleus of the group, had consolidated sales of ¥898bn (\$7.9bn) and profits before tax of ¥19.5bn for the six months to September. Because it changed its year-end from November to March at the beginning of this accounting period, it gave no direct comparisons, but the results were about 5 per cent above analysts' forecasts.

Meanwhile, Casio Computer announced unconsolidated pre-tax profits for the half-year of ¥4.2bn, a 33 per cent improvement, on turnover 5 per cent higher at ¥167bn. Sales of electronic calculators and personal organisers, its biggest division, dropped 7 per cent, but this was more than offset by a rise of nearly a third in digital watch sales.

The data processing systems division, which includes digital cameras whose pictures can be fed directly into computers, also did well.

Both companies noted the need for continued efficiency improvements and product development given the slow recovery of the Japanese economy and the recent stabilisation of the yen, which could damp export growth in the second half. In the longer term, Mr Yasuaki Takano, Sanyo's president, predicted huge demand for colour televisions in China. Sanyo, which is one of the biggest international TV makers, produces 5.2m sets a year and hopes to double its production in China to 2m by 1998.

Sanyo predicts full-year turnover of ¥1770bn and net income of ¥16.5bn, against ¥8.2bn in the first half. Casio expects a 30 per cent rise in pre-tax income to ¥9bn on a 3 per cent sales rise to ¥355bn.

© Olympus Optical, the maker of cameras and endoscopes, reported interim pre-tax profits up in ¥2.2bn, from ¥2.1bn, on sales 8 per cent higher at ¥92.9bn. AFX-Asia writes. Firm domestic sales helped camera division revenues rise to ¥22.3bn from ¥22.1bn.

However, weak US demand for medical equipment saw sales of analyser apparatus drop 22 per cent to ¥3.6bn. Revenues from other divisions rose 60 per cent to ¥12.1bn. The interim dividend was unchanged at ¥6.5.

Nokia profits show strong rise
 Shares in Finnish group hit high for year after third quarter surge

By Hugh Carnegie in Stockholm

Shares in Nokia rose almost 10 per cent yesterday, to their highest point for the year, after the Finnish mobile phone group reported a 14 per cent rise in third-quarter profits.

The figures from Nokia, the world's biggest supplier of mobile handsets after Motorola of the US, helped lift shares in Swedish rival Ericsson, the biggest infrastructure maker, as they underlined a continued trend of strong worldwide demand for mobile equipment.

Nokia's third-quarter pre-tax earnings rose from FM963m (\$210m) to FM1.1bn, from a 58 per cent rise in sales of mobile handsets and confirmed the group's promised recovery after a fall in profits over three successive quarters. Earnings per share in the third quarter rose from FM2.84 to FM2.74.

Nokia's A-shares, which have risen 25 per cent in the past month in anticipation of a turnover, jumped FM22.00 to close at FM250 in Helsinki. Ericsson's most-traded B-shares rose SEK12.50 to SEK206 in Stockholm.

"We are very pleased that what we set out to do in the early part of the year, when we had problems, has been achieved - and we have been able to do better than our expectations," said Mr Jorma Ollila, chief executive.

Nokia stumbled in late 1995 when it was hit by internal production problems, slow US demand and falling handset prices. This meant nine-month pre-tax profits fell from FM3.9bn to FM2.2bn.

Mr Ollila said production and inventory problems were resolved by the third quarter when demand was strong and the fall in prices for handsets was not as sharp as expected. He said Nokia's broad range of models gave added strength.



Jorma Ollila: production and inventory problems resolved

strong growth in mobile subscriptions worldwide, especially in Europe and Asia where annual growth is more than 50 per cent.

"They had an extremely strong wind at their backs as wireless subscriptions across the world have been much healthier than expected," said Mr Richard Kramer, analyst at Goldman Sachs in London.

Nokia reported a fall in operating margins at Nokia's infrastructure division between the second and third quarters, although these were not specified. The unit's sales rose 26 per cent from FM2.5bn in the third quarter last year to FM3.1bn - slightly below target. But Mr Ollila said the division's orders remained strong.

Total group third-quarter sales were up from FM3.5bn to FM9.8bn, lifting nine-month sales from FM25.5bn to FM26.5bn.

The mobile handset division, the group's biggest, reported a jump in sales in the third quarter from FM3.5bn to FM5.5bn. Although Nokia does not give divisional figures, Mr Ollila said the unit's profit margin was close to double figures. Nokia has been helped by

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FINANCIAL TIMES INDEX			LONDON STOCK MARKET		
FTSE 100	5418.8	+ 15.8	FTSE 100	5418.8	+ 15.8
FTSE 250	4416.1	+ 14.6	FTSE 250	4416.1	+ 14.6
FTSE All-Share	4416.1	+ 14.6	FTSE All-Share	4416.1	+ 14.6
LONDON STOCK MARKET (PENCE)			LONDON STOCK MARKET (PENCE)		
Index	4416.1	+ 14.6	Index	4416.1	+ 14.6
Volume	10479	+ 10	Volume	10479	+ 10
Value	848	+ 87.6	Value	848	+ 87.6
Dividend Yield	3.9	+ 0.1	Dividend Yield	3.9	+ 0.1
P/E Ratio	44.16	+ 1.4	P/E Ratio	44.16	+ 1.4
Share Op	2040	+ 129	Share Op	2040	+ 129
Yield %	70	+ 34	Yield %	70	+ 34
NEW YORK STOCK MARKET			NEW YORK STOCK MARKET		
Dow Jones	9100.14	+ 16.0	Dow Jones	9100.14	+ 16.0
S&P 500	438.88	+ 1.5	S&P 500	438.88	+ 1.5
NASDAQ	2879.99	+ 11.8	NASDAQ	2879.99	+ 11.8
ASIA STOCK MARKETS			ASIA STOCK MARKETS		
Hong Kong	7100.00	+ 18.0	Hong Kong	7100.00	+ 18.0
Shanghai	3400.00	+ 10.0	Shanghai	3400.00	+ 10.0
Beijing	4000.00	+ 12.0	Beijing	4000.00	+ 12.0
Tokyo	15000.00	+ 15.0	Tokyo	15000.00	+ 15.0
Sydney	3800.00	+ 8.0	Sydney	3800.00	+ 8.0
Hong Kong	7100.00	+ 18.0	Hong Kong	7100.00	+ 18.0
Sydney	3800.00	+ 8.0	Sydney	3800.00	+ 8.0

Hypo-Bank to lift its stake in fund management group

By Andrew Fisher in Munich and William Lewis in London

Bayerische Hypothek- und Wechsel-Bank, one of Germany's largest banks, is to increase its stake in Hypo Foreign & Colonial Management from 50 per cent to 65 per cent. HFCM is fund manager for the UK's Foreign & Colonial Investment Trust and other trusts and pension funds.

The five Foreign & Colonial Trusts - which own Pountney Hill Holdings, which in turn owns 50 per cent of HFCM - said Hypo-Bank had agreed to pay about \$20m (\$29m) for the increased stake.

Some F&C Trusts will retain a 35 per cent interest in HFCM and said yesterday they intended to maintain their management contracts with the F&C Management group.

HFCM doubled its assets under management this year with the acquisition of ESN, manager of about £15bn of electricity industry pension funds.

It was once usual for investment trusts to own their fund management companies, but many have moved away from this model. The F&C trusts took a step in this direction when they sold a 50 per cent stake to Hypo-Bank in 1989.

Hypo-Bank said the \$20m payment for the extra 15 per cent stake was based on a valuation of F&C of \$200m and a price-earnings ratio of 15.6 on its expected profits in 1996. The deal would enable the bank to consolidate F&C's profits in its group results. This would add up to DM170m (\$85m) a year in pre-tax fee income, based on 1996 esti-

mates, though costs would also increase.

Mr Eberhard Martini, Hypo-Bank chairman, said the bank did not intend to change F&C's structure. It would continue its strategy of expanding its asset management business into new markets through the link with the UK company.

Hypo-Bank year entered a partnership with Massachusetts Financial Services, the big US fund manager, to move into the US market and sell MFS products in Europe. F&C is closely involved in this.

Mr Martin Kolsch, a director of Hypo-Bank, said it had no immediate plans to raise its stake in F&C beyond 65 per cent. Nor did it intend to take a financial holding in MFS. But he said other asset management acquisitions were possible.

"Our intention is clear - we want to grow not just organically but also through acquisitions," he added.

Mr Kolsch said the bank's overall assets under management, including all of F&C's assets, totalled DM32bn and it intended to increase this considerably.

The international expansion of Hypo-Bank's asset management business would take place through F&C, he said. F&C is owned by five investment trusts, the largest being Foreign & Colonial Investment Trust with 29.5 per cent. Mr Kolsch said this holding would remain, with the German bank's additional holding coming from shares held by the other four.

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RESULTS

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COMPANIES AND FINANCE: EUROPE / MIDDLE EAST

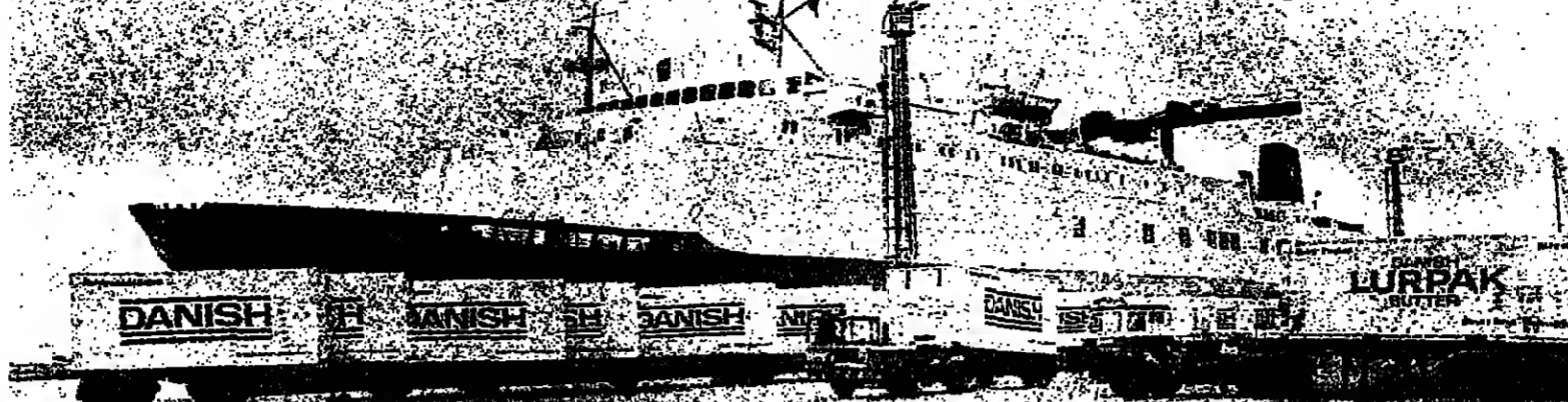
Old-fashioned values keep Moller at head of the line

Jess Soderberg, chief executive of Denmark's biggest private business, sees continuity of management as essential to success

Little has changed in the sixth-floor corner office at the modern, waterfront headquarters of the A.P. Moller/Maersk shipping, oil and gas, and industrial group, since Mr Jess Soderberg moved in three years ago.

Continuity provides for a long-term view and a patient approach to return on capital investment, says Mr Soderberg, who does not believe it is helpful to managements if they have to take a short-term outlook imposed by market reaction to quarterly results and daily movements in share prices.

A.P. Moller: set fair for growth



World shipping lines table with columns for company, assets, and other metrics.

A.P. Moller Group Profit breakdown table with columns for year and various profit categories.

which is why Mr Soderberg thinks that the big liner operators will get bigger, "and we shall be one of them."

Nevertheless, 1995 was a good year for the liner business, and this year's half-year interim report said the liner business would also do well in 1996.

In the oil and gas partnership, which produces oil and gas from the Danish sector of the North Sea in co-operation with Shell and Texaco, turnover was DKr5.4bn and net profits DKr2.12m.

The previous incumbent was Mr Maersk Mc-Kinney Moller, son of the founder, the late Arnold Peter Moller, who retired from daily control of the group on reaching the age of 80.

Mr Soderberg's office is modest - shockingly so to at least one visiting US executive, who expected business success to be reflected in conspicuous opulence - but says something about the ethos of the group, which is one of the undisputed leaders in virtually every branch of world shipping.

It has not raised new equity capital since 1967. The shipping partnership, in particular, is very strongly capitalised, with equity capital at the end of 1995 of DKr17.1bn and total assets of DKr30.3bn (\$5.23bn).

between \$4bn and \$5bn - in the liner operations. It has ordered 12 new liners vessels (the first three of which have been delivered), each of which can carry more than 6,000 standard 20-foot containers - a capacity as yet unmatched by any other shipping group.

On top of that investment, there is the cost of more than 240,000 containers (many of them delivered by the group's Danish manufacturing company, Maersk Container Industri) and in onshore terminals and handling equipment.

The total sum invested dwarfs any investment ever made by a Danish business. The vessels, powered by Danish-designed and Japanese-built MAN B&W diesel engines, are being built by the Moller group's own Odense Steel Shipyard, which enabled the group to keep the size and capacity of the vessels hidden from competitors until the first was delivered in January this year.

Another essential factor in the group's success, he says, is continuity in management. In 82 years, the group has had only three chief executives, the two Mr Mollers and now Mr Soderberg, who has just turned 52.

Not surprisingly, A.P. Moller is notorious among analysts and journalists for being economical with financial information, a practice which Mr Soderberg robustly defends.

Investors seem to agree. They are currently prepared to pay DKr212,400 per B share in D/S Svendborg and DKr147,000 in D/S 1912 (the shares have a face value of DKr1,000); both have advanced 38 per cent since the end of last year. That gives the shares a price/earnings ratio on this year's projected earnings of more than 36.

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Industry speculation has it that the later vessels in the series will be able to carry as many as 8,000 containers, but Mr Soderberg demurs. So far, he says, they are designed to carry about 6,000 units.

Growth slows at Hypo-Bank

Bayerische Hypothek- und Wechsellbank said its business growth slowed after a strong start to the year, leaving operating profits for the first nine months only 10 per cent higher at DM906m (\$536.23m).

The move is part of the trend among German banks to attract new customers by improving service and operating more flexibly. Deutsche Bank recently began opening branches in supermarkets and other banks are also trying out new types of service.

reflecting its still-sombre view of the economy, Mr Eberhard Martin, chairman, said this steep increase overstated the loan risk trend since it also took account of the performance of the bank's securities portfolio held for liquidity purposes. Earnings on this portfolio were lower than in the year-ago period.

IEC plans \$400m bond issue

Israel Electric Corporation, the state-owned electricity company, plans to issue up to \$400m of international bonds in the coming months. The bonds will be issued under the Securities and Exchange Commission's Rule 144A, which means they can be sold to qualified institutional buyers in the US as well as investors elsewhere.

"This is an important development for IEC," one analyst said. "It will enable it to access the capital markets in order to finance large investment projects," he added. Lehman Brothers will be acting as lead manager and Salomon Brothers will be co-manager.

IEC, Israel's main producer and supplier of electricity, has allocated Shk35bn (\$10.81bn) for investment, spread over seven years from 1995. Of this, more than one-quarter will be earmarked for upgrading its transmission network, 30 per cent for power generation and a similar amount for the distribution network.

continuing rise in energy consumption, which since 1985 has increased by an annual rate of 7 per cent. IEC has financed previous investment projects through loans from international and domestic financial institutions, as well as from the issue of bonds in Israel and abroad.

Advertisement for TIPO (Trade and Investment Promotion Office) in Slovenia, including contact information and a map of Slovenia.

Table with columns for year, price, and other metrics, likely related to the IEC bond issue.

Advertisement for Valeo, featuring the CGIP logo and text: "has acquired 14,164,725 shares, representing 20.26% of the capital of".

Advertisement for legal notices: "To Advertise Your Legal Notices. Please contact Melanie Miles on Tel: +44 0171 873 3308 Fax: +44 0171 873 3064"

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COMPANIES AND FINANCE: EUROPE

Mediaset eyes Olivetti phone deal

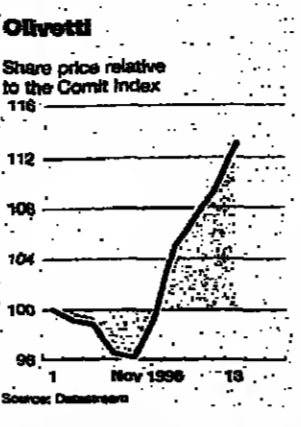
By John Simkins in Milan

Mediaset, the quoted television company controlled by former premier Mr Silvio Berlusconi, yesterday confirmed it was interested in a bid for Olivetti without its PC business. The aim, according to Mr Ubaldo Livolsi, the Mediaset chief executive, is to use Olivetti's controlling stake in Omnitel, Italy's second mobile phone company to enter the telephone business.

Olivetti yesterday said it had received no formal approach. However, there have been rumours of Mediaset's interest which until this week have been denied by Mediaset. If a bid were made, analysts said yesterday that one way would be to first buy the 14 per cent Olivetti stake held by the De Benedetti family. Last week Mr Carlo De Benedetti, the former Olivetti chairman, indicated he was willing to sell this stake. Until now however, he has been a bitter foe of Mr Berlusconi.

However, Olivetti denied making the comment, attributed to Mr Giorgio Garuzzo, vice-chairman, by the Il Sole-24 Ore newspaper, and said it would not comment on negotiations until a deal was struck. Mr Roberto Colaninno, who took over as chief executive of Olivetti two months ago with a mandate to reduce debts through asset disposals, has said a potential buyer of the PC division had been identified and the target was to reach agreement by the year-end. It is understood that although talks have taken place with Klesch, which deals with defaulted corporate debt, the company was not considered to fit the profile of the buyer which Olivetti is seeking. Olivetti is keen to secure an assurance that the PC division would continue to be based at Sarmagno, near the Olivetti base at Ivrea, and wants to safeguard the subsidiary's 1,500 jobs.

Olivetti also believes it is essential that a buyer of the PC division should maintain links with Olivetti's services division which takes 50 per cent of the PC output. The PC division made a net loss in the first half of L15.5bn (\$10.4m), on PC sales of L1,000bn, following a 1995 loss of L200bn. The parent company last week made inroads into its attempt to realise asset sales of L1,200bn when it spun off an 8 per cent stake in Omnitel, the cellular telephone company, to Germany's Mannesmann for L482.5bn. The disposals follow the group's shake-up in the wake of the departure from the chairmanship of Mr Carlo De Benedetti. Earlier this week Olivetti notified Consob, Italy's stock exchange regulatory body, that its net financial require-



ment was L3,016bn at the end of September, down from L3,059bn a month earlier. Yesterday in Milan Olivetti was the most traded share closing 4.88 per cent higher at L532. Omnitel Pronto Italia said last night Mr Colaninno had joined its board and would be named vice-chairman.

Deputy appointed as new head of Les Echos

By David Buchan in Paris

The board of Les Echos yesterday named Mr Olivier Fleurot to replace Mr Gilles Brochen, who was dismissed as head of the French publishing group after what the latter called "a disagreement over management of the group".

In a statement, Mr David Bell, a director of Les Echos and head of the information division of Pearson, the UK group which owns Les Echos as well as the Financial Times, said Mr Fleurot's appointment "reflects our will to ensure the continuity of the development and strategy of the [Les Echos] group". The 48-year-old Mr Fleurot had been Mr Brochen's deputy since 1990.

Mr Brochen issued his own statement to Les Echos' 550 staff, making clear that he had been dismissed and expressing his "profound sadness" at leaving after 10 years at Les Echos, six of which had been at its head.

Coming several months after the August closure of Les Echos' loss-making personal finance venture, Argent Magazine, the timing of yesterday's move seemed to indicate that it stemmed from a clash of personalities rather than of strategy within senior management of the group.

In addition to being deputy head of the press group for the past six years, Mr Fleurot worked as a journalist for the Les Echos business daily in 1983-84 and ran the group's marketing between 1988-90.

Last year Les Echos made a net pre-tax profit, after financial charges and gains, of FF76m (\$14.5m) on sales of FF620m.

After reportedly making a vain attempt to acquire a personal finance magazine in France, it launched Argent Magazine in January. But the monthly magazine never reached its circulation target of 200,000, settling instead at around 90,000, and it closed within six months.

The group, which last year expanded its medical publishing side through acquisitions, has also been hit by declining advertising from the health industry, due to the Jappé government's squeeze on social security spending.

But Mr Bell's statement appeared to pre-empt no fundamental review of group strategy. He stressed the UK parent's desire to see the Les Echos group progress in France, with "its strong titles and recognised professionalism".

Mr Bell said that, as with other Pearson subsidiaries, Les Echos was managed autonomously and given editorial independence.

Le Tribune, France's other main business daily, this week relaunched itself with a new format under a new editor, Mr Ivan Leval, a well known radio journalist. The main feature of Tribune's new look is the printing of its financial pages on pink paper.

EUROPEAN NEWS DIGEST

Flughafen Wien to act against state

Flughafen Wien, the privatised, quoted company which operates Vienna International Airport, is to take the Austrian government to court over the costs of the country joining the Schengen agreement, where 10 European nations plan to abandon border controls between each other. The airport's shares - one of the better performers on the Vienna stock exchange - have had a rough ride in recent weeks after disappointing first-half results and a provision-laden second-half forecast because of unresolved negotiations with its airline customers over handling charges.

The airport is now in the throes of an urgent, unexpected Sch-400m (\$57.7m) building programme to cope with Schengen, which Austria plans to implement from July 1 next year. Mr Gerhard Kastelle, the company's joint president and chief executive, said there would be little or no return to shareholders' funds. EU help is not available to meet costs because Schengen is not being implemented by all EU members, most notably the UK, which has opted to keep passport checks to control immigration.

Although Schengen will make overland travel between countries easier and reduce costs and delays, European airports in Schengen countries will all suffer because of it. They will have to segregate passengers travelling between Schengen and non-Schengen countries inside the European Union, as well as those travelling to and from countries inside or outside the EU. To complicate matters further, some non-EU countries, such as Norway and Switzerland, are also keen to join Schengen. Their travellers will have to have non-EU but Schengen channels.

Of the airports involved, only those of Vienna and Copenhagen have been privatised. The others are publicly funded and have no shareholders to worry about. Ian Hamilton Fozzy, Vienna

Leica in black midway

Leica Camera, the recently listed German camera and optical company, swung to a net profit of DM1.9m (£1.36m) in the first six months from a DM2.2m loss a year earlier, despite only a slight rise in sales. "Our share listing, the Photokina trade fair, and the introduction of two products meant the first half was an extremely 'troubled period'," said Mr Klaus Dieter Hofmann, chairman. Turnover edged up 2 per cent to DM98.5m, supported by strong gains from the M and R series of cameras and lenses, the group's main products.

Restructuring costs at Minox, the loss-making microcamera maker acquired earlier this year, led to a widening of the operating loss from DM220,000 to DM690,000. Excluding Minox, Leica posted an operating profit of DM11m. "Despite an unfavourable consumer spending climate in Germany and its neighbouring European markets, profits and sales are showing a positive trend," Mr Hofmann said. Turnover was expected to rise sharply in the second half, helped by gains in Asia and the US, where Leica is expanding. The group typically reports stronger second-half sales, following the Photokina trade fair in autumn and ahead of Christmas.

The luxury camera group came to the market in September with an issue of 3.1m new shares. Analysts said first-half results were slightly better than expected. Sarah Althaus, Frankfurt

Bank of Cyprus shows growth

The Bank of Cyprus posted operating profits for the nine months ending September 30 of C\$28.5m (\$64.5m), registering a growth of 9 per cent, compared with C\$27.5m in the corresponding period last year. BoC said the increase should be considered satisfactory taking into account the low growth (2.5 per cent) of the Cyprus economy during the current year.

It believed group profit for the whole of 1996 should continue to show "satisfactory growth". It said the group's expansion to Greece six years ago had been very successful, and eight branches were already in operation there. Andreas Hadjiyannas, Nicosia

Mr Domenico Compella, managing director of Alitalia, the Italian airline, said the company would post a L1,200bn (\$791m) loss in 1996, which would include L800bn of restructuring costs. In 1997 it would make a profit of about L170bn. AFX News, Rome

Saint-Gobain, the French glass group, said its sales in the nine months to September 30 rose 27.2 per cent from FF51.797bn to FF65.875bn (\$12.95m), mainly on the back of the consolidation of Pollet on July 1. On a comparable structure basis, sales rose 1.7 per cent in French francs and 1.9 per cent in local currency. AFX News, Paris

Glaiberel, Europe's third-largest glassmaker, said third-quarter sales fell 5 per cent from FF9.3bn to FF9.0bn (\$203m). In the first nine months, sales fell 4 per cent from FF23.5bn to FF22.3bn, but were unchanged on a comparable structure basis. AFX News, Brussels

AGF, the French insurance group, said its sales in the third quarter rose 5.5 per cent to FF51.4bn (\$10.1bn), on a comparable structure basis. AFX News, Paris

Comments and press releases about international companies coverage can be sent by e-mail to international.companies@ft.com.

Sea Launch starts countdown for space odyssey

By Tim Burt in Stavanger

Sea Launch, the four-nation consortium behind the world's first offshore satellite launching project, yesterday announced the completion dates and delivery schedule for the \$350m (\$579m) system.

The consortium, formed last year, said it would launch its \$70m command vessel next month, followed by the delivery next March of the \$60m Odyssey, a former oil rig which has been converted into a floating launch pad.

Kvaerner, the Norwegian shipbuilding and engineering group, said work was nearing completion on the 34,000-tonne command vessel at its Govan yard at Glasgow, Scotland, and on the 31,000-tonne Odyssey at Rosenburg in Norway.

The company is the primary contractor and 20 per cent shareholder in the consortium, which is led by Boeing, the US aerospace group.

The other members are RSC-Energia, the Russian space company, and the Ukrainian rocket manufacturer NPO-Yuzhnoye. Under the scheme, the remainder of the project costs will be incurred at Boeing, which is providing the satellite technology, and at Energia and Yuzhnoye, which are contributing the space vehicles and propulsion units.

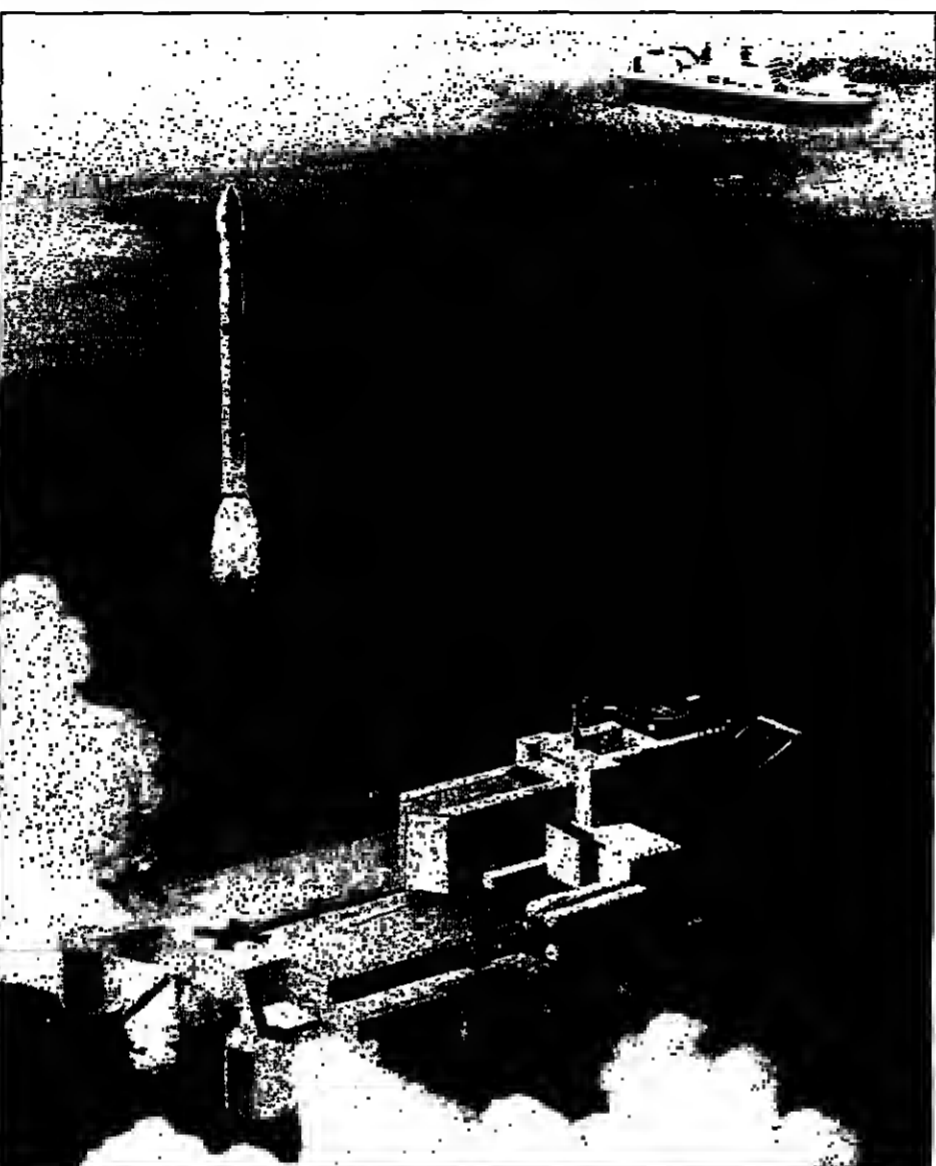
Sea Launch is expected to undercut rivals such as Ariane, the French-led space agency, and Nesa of the US. Officials yesterday predicted it could do so by reducing delivery costs from satellite manufacturers based on the west coast of the US.

The rig and command vessel will be based at Long Beach, California, close to some of North America's largest satellite customers. Satellites will be loaded on to the command vessel before being towed into the Pacific and transferred to the Odyssey for launching.

The consortium claimed the largely debt-financed project would begin to repay borrowings following the first rocket launch in June 1998.

Sea Launch has secured contracts and options for 15 launches, 10 from Hughes Space and Communications and five from Space System-Loral, both of the US.

Funding for the scheme has been provided mainly by Chase Manhattan.



Report says new Smart car is unstable

By Heig Simonien, Motor Industry Correspondent

The Smart, the innovative two-seat car being developed by Mercedes-Benz and SMH, is unstable in extreme driving conditions, according to Auto Motor und Sport, the German motoring magazine.

In its latest issue, the magazine claims that, in testing, Smarts have toppled over in certain conditions, such as violent steering manoeuvres. The magazine claims the tendency is exacerbated when the road surface is wet or changeable.

The report, leaked to the financial markets on Wednesday, triggered a SFR11 fall to SFR814 in the share price of SMH, which is best known for its "Swatch" wristwatch.

SMH's shares climbed SFR1 yesterday in a strong market.

Mr Oliver Peter, a spokesman for Micro Compact Car, the joint venture between Mercedes-Benz and SMH which is developing the Smart, denied there had been any stability problems. He said the incident photographed in the magazine was a "mis-use" test carried out as part of the Smart's normal safety testing programme.

Mr Peter denied reports that Bosch, the German electronics company, had experienced similar problems while developing the Smart's anti-lock braking system.

The latest report comes as a further blow to MCC, which is facing an uphill task in bringing the revolutionary Smart to market. Last month, the company rejected claims by MarketScope, a screen-based

equity analysis service, that its forecasts of selling 200,000 Smarts a year in Europe were wildly optimistic. According to MCC, the 200,000-unit target was entirely feasible. Its research showed sales of vehicles of comparable price and size to the Smart in its four main western European target markets would reach 2.7m units in 1998, when the Smart goes on sale. This made the target a realistic one, in the view of the company. MarketScope claimed its information came partly from the components companies involved in the Smart project as risk-sharing partners. According to agreements with MCC, the companies will be rewarded partly on the basis of Smart sales. However, they are also believed to have indemnities should

sales not reach pre-determined levels. Analysts say the issue of sales, and now safety, is exceptionally sensitive within MCC, both for normal commercial reasons and because of special circumstances. Mr Nicolas Hayek, SMH chairman, has made the Smart into something of a personal crusade. At Mercedes-Benz, the Smart project, which has required heavy investment, is believed to be one of the issues dividing management in the current tussle between Mr Helmut Werner, chairman, and Mr Jürgen Schrempp, chairman of the Daimler-Benz holding company. Auto Motor und Sport says Mercedes-Benz engineers are now working on trying to correct the problems.

RUSSIA

NOTE TO INVESTORS

Russia is about to issue bonds on the international market.

We wish to draw investors' attention to the fact that subscribing to such bonds entails very considerable risks.

Russia has between 1822 and 1914 issued bonds in France which are still quoted on the official list of the Paris Bourse. However, contrary to all the rules of international law and of their issue contract, Russia has unilaterally stopped paying interest on and redeeming the bonds, thereby ruining hundreds of thousands of subscribers who had put their trust in Russia.

Russia committed itself to redeeming the bonds when it signed the Franco-Russian treaty on 7 February, 1992 in Rambouillet and when it sought membership of the Council of Europe. However, so far it has not done so, which raises questions about its ability to fulfil its obligations.

We have therefore contacted the international rating agencies about the ratings recently attributed to Russia which do not take into account this major risk of default. Clearly, if Russia does not redeem the securities previously issued in France before the new bond issue, the rating agencies will be obliged to revise their rating downwards.

International investors would therefore be well advised to ensure that Russia has met its obligations towards previous creditors before subscribing to the new bonds it is issuing, on pain of running an unconsidered risk.

Association Française des Porteurs d'Emprunts Russes (AFPER)
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ASIA-PACIFIC NEWS DIGEST

Toray advances 40% in first half

Toray Industries, Japan's leading producer of synthetic fibres, unveiled a 40 per cent rise in consolidated recurring profits - before tax and extraordinary items - to ¥25.7bn (₹320m) in the six months to September on a 10.3 per cent rise in turnover to ¥501.2bn.

The group said it was building on last year's recovery from a three-year decline in sales and profits. The results show an increase in sales and profits growth on the year to March, when profits were up 35.3 per cent on a 4.5 per cent rise in turnover, and reflect gains from earlier plant modernisation.

Toray warned that Japanese consumer spending and corporate capital investment, the two main determinants of its market's health, were not strong enough by themselves to yield a recovery in business conditions. It believed, however, that the Japanese economy was "on the road to gradual recovery".

The company's main business, fibres and textiles, which represent 46 per cent of total group sales, recorded a 10 per cent rise in turnover. Sales of nylon yarn to the clothing industry were the same as last year, but sales of polyester filament increased, as did sales of material to the construction and car industries.

Plastics and chemicals, the second most important division, with 28 per cent of turnover, saw a 13 per cent rise in sales. Toray reported brisk demand for polyester film for industrial use and increased sales of magnetic tape for home-use videotapes. *William Dawkins, Tokyo*

Bangkok Bank ahead 9.9%

Bangkok Bank, Thailand's largest commercial bank, said third-quarter 1996 net profits rose 9.9 per cent, to Bt5.12bn (₹201.3m). The bank said it was resisting Thailand's economic slowdown. Nine-month net profits increased 7.8 per cent over the same period last year to Bt15.45bn and analysts said profit growth for the full year should be about 6 per cent.

Bangkok Bank said it had reduced provisioning levels, after spending much of the past two years raising them to more than 500 per cent, and had also stopped writing off bad debt. Analysts said it was the only Thai commercial bank to be well provisioned against collateralised loans. Most other banks provide for bad loans only if the declared market value of collateral falls below the total amount of the loan.

Loan growth at Bangkok Bank remained sluggish, but margins held up, at about 4 per cent. *Ted Bardacks, Bangkok*

Write-off hurts Minebea

Minebea, the world's leading producer of miniature ball bearings, reported a rise in taxable profits but, as expected, took a ¥5bn (₹44.8m) extraordinary loss on the liquidation of a credit finance subsidiary.

Non-consolidated recurring profits - before tax and extraordinary items - rose 27.4 per cent to ¥8.9bn in the six months to September on a 19.5 per cent increase in sales to ¥110.7bn.

Net profits fell 36 per cent after the ¥5bn write-off to ¥3.64bn. Minebea expects no further extraordinary losses in the current half, and on that basis forecasts a 12 per cent rise in net profits to ¥11bn in the full year to next March, and a 5 per cent increase in recurring profits to ¥7.8bn.

Sales have benefited from the rise in world demand for personal computers, which on average contain 10 sets of bearings each. But price competition in the market for electronic equipment containing bearings is fierce, Minebea said, so it has sought to improve its operating performance by cutting costs and stepping up production in south-east Asia. *William Dawkins*

Loss deepens at Sahaviriya

Sahaviriya Steel, Thailand's leading manufacturer of hot-rolled steel, said that losses in the third quarter of this year widened to Bt515.4m (₹20.3m) from Bt182.9m in the same period last year. The third-quarter results bring nine-month losses for 1996 to Bt1.63bn, compared with Bt120.7m in the first three quarters of 1995.

Third-quarter results were mainly affected mainly by the steady prices of imported raw materials combined with falling prices for Sahaviriya's finished products. The figures led analysts to forecast that the company would continue to be loss-making in 1997 and 1998. ING Barings expects losses of Bt1.84bn in 1997 and Bt465m in 1998.

Sahaviriya has already experienced problems in starting up its one and only production plant, and continued in the third quarter to be affected by steel dumping. Anti-dumping tariffs have been imposed on some of the company's products and benefits will show up in the fourth quarter, although some customers rushed to buy cheap imports ahead of the anti-dumping move, analysts said.

Although working capital demands are falling, there is speculation that the company is trying to work out a debt restructuring plan with its main creditors, Bank of Ayudhya and Siam Commercial Bank, both of which are also shareholders. *Ted Bardacks*

Arnotts down in first quarter

Arnotts, the listed Australian biscuit and snack manufacturer in which Campbell Soup of the US holds a controlling interest, told shareholders its first-quarter earnings were slightly down on the corresponding period of last year. But Mr Duncan McDonald, chairman, said at Arnotts' annual meeting: "Notwithstanding these tough trading conditions... earnings for 1996-97 should be in line with last year." The company made an after-tax profit of A\$60.8m (US\$47.3m) in 1995-96. *Nikki Tate, Sydney*

Cash for Orlando Wyndham

France's Pernod-Ricard, the drinks group, has injected a further A\$50m (US\$39.4m) into Orlando Wyndham, the Australian wine company which it controls. The capital injection is designed to fund a five-year expansion and upgrading plan. More than A\$13m will be spent on increasing grape supply from company-owned vineyards in both South Australia and New South Wales, while over A\$10m will go on new crushing and storage facilities at the Montrose winery in NSW.

The French parent also announced that Mr Andre Boucard, currently chairman of the Renault-Biscuit cognac business, will next year take over as chief executive of Orlando Wyndham from Mr Jean-Louis Lepollier. Orlando Wyndham is one of the four major wine producers in Australia. *Nikki Tate*

Ancor plans US\$200m issue

Ancor, the Australian paper and packaging group, has announced plans to raise US\$200m through an issue of subordinated, perpetual convertible notes. They will carry a 7.5 per cent coupon and be convertible at any time up to November 2006. Although they are perpetual notes, Ancor has the option to call them after November 2006. The issue, aimed chiefly at US investors, is said to be the first of its type by an Australian company in the US capital markets. *Nikki Tate*

Funds cut Sydney casino stake

Funds linked to Mr George Soros, the international investor, have cut their stake in the listed Sydney Harbour Casino group, which is building a large permanent casino, hotel and theatre complex in the city's capital centre. *Nikki Tate*

Excess supplies dent Indian steel shares

The challenge facing India's steelmakers is to produce better quality products at lower cost

Shares of Indian steelmakers are not finding favour with investors. Slackening demand for steel, price falls, growing competition from imports and sizeable inventories have dimmed the prospects for steel shares. The fall in value of shares from their 52-week peak varies from 38 to 55 per cent.

Excess supplies of flat products such as hot rolled coil (HRC) have dented the shares of Lloyds Steel and Essar Steel, which recently commissioned HRC plants.

The sharp price of Ispat Industries, which is commissioning the first phase of its 3m tonna capacity HRC plant at Dolvi in Maharashtra in August 1997, has fallen from a 52-week high of Rs30 to Rs17. Ispat Industries is one of the country's main producers of galvanised and cold rolled sheets and sponge iron.

Steel Authority of India Limited (SAIL) and Tata Iron & Steel Company (TISCO), the country's two largest steel groups only have part of their capacity dedicated to HRC and cold rolled coils and are in a better position to face the surplus of flat products, but even their shares are languishing.

In an attempt to drive down inventories, producers are offering rebates and discounts on their listed prices.

TISCO, which bucked the industry trend by raising net profit more than 25 per cent to Rs2,520m (₹70.5m) for the six months to September, has complained that prices for HRC have fallen up to 20 per cent from the listed price since the start of the financial year.

According to Mr M.R.R. Nair, chairman of SAIL: "The industry recently commissioned an additional capacity of 3m tonnes of HRC. Another 2m tonnes of HRC capacity will be there in the near future. You don't expect demand to catch up with the extra supply of flat products so quickly."

Analysts blame weaker demand for steel from car and white goods makers. Steelmakers complain that the import of nearly 700,000 tonnes in the first half has driven them into a corner.

Lloyds Steel says increased competition from imports following cuts in customs duty and steep increases in the prices of coal, power, petroleum products and railway freight - all controlled by the government - would "put consider-

Imports test India's mettle



able pressure" on its future margins and profits. Imported steel is now cheaper than the domestic product. Industry officials admit the new generation of carmakers in India will have to import extra deep drawing coils until the quality of domestic coils matches the world standard.

Many in the industry suspect there is "dumping" of steel in India, especially by the Commonwealth of Independent States. But Mr J. Mehra, chairman of Vizag Steel Plant, said "dumping is something which is difficult to prove. However, the high local duties make it difficult for domestic producers to match the CIS prices."

SAIL's Mr Nair said: "I think the Indian steel industry has the capacity to become globally competitive. Like us at SAIL, the other producers will have to invest heavily in plant modernisation. The challenge is to produce better quality steel at lower cost."

SAIL's investment of Rs150bn in modernisation during a five-year plan ending March 1997 will be followed by an even bigger investment in the next five-year plan. The investment aims to phase out the open

in areas such as productivity, quality and processes.

SAIL's profit in 1996-97 is unlikely to grow as strongly as in the past few years. But it should still be able to fund the next phase of modernisation through internal cash accruals and borrowings.

The company, which is 85.8 per cent owned by the federal government following the issue of global depositary receipts of \$125m in March, has the mandate to make another GDR offering and use the funds for modernisation.

Analysts say that SAIL and TISCO, with a diversified product mix and strong cash-flow, are able to implement capital intensive modernisation programmes. But other steelmakers will have to wait for better times before they can introduce new technologies.

Mr M.K. Mitra, director of SAIL, believes the present difficulties are "a temporary phenomenon". Indian steel consumption should grow from 24m tonnes this year to 31m tonnes by the turn of the century, while the government wants steelmakers to export 6m tonnes of the metal by 2001.

Kunal Bose

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COMPANIES AND FINANCE: ASIA-PACIFIC

Competition forces KDD down at halfway

By Michyo Nakamoto
in Tokyo

KDD, Japan's leading international telecoms operator, yesterday reported an 18 per cent drop in first-half parent profits and said that full-year results would also suffer from the results of intensified competition.

The company, which applied yesterday for a 5.1 per cent cut in international call rates, said recurring profits slipped from ¥17.7bn to ¥14.5bn (\$130m), on sales that were up 32 per cent at ¥166.5bn.

The strong sales increase was

Telecoms operator warns on full year after 18% decline

largely the result of a change of accounting. Net sales dropped 14 per cent to ¥8.3bn.

Japan's international telephone call market has increasingly become a battlefield for operators, which have slashed rates to cope with competition among each other and from new international call-back services. The call-back services have taken advantage of Japan's high rates to offer discounts to customers.

KDD, which has been facing

gradual erosion of its share of international calls by two new Japanese carriers, attributed its poor performance to the need to lower rates to meet the increased competition.

The situation facing KDD is expected to get worse before it gets better. "KDD will continue to be under pressure," said Mr Hironobu Sawake, analyst at Nikko Research in Tokyo. He said KDD needed either to increase call volumes, or provide attractive new services and

expand its business territory, probably into the domestic market.

In the year to March, the company is forecasting a 32 per cent drop in operating profits to ¥15bn, a 23 per cent decline in recurring profits to ¥24bn and a 13 per cent fall in net profits to ¥12bn.

KDD also faces further challenges from call-back operations. AT&T, the US company, is planning a call-back service using its own lines which is expected to appeal to corporate customers.

KDD plans to enter the Japanese market next year when the telecoms authorities are expected to revise the legislation that bans it from domestic operations. However, the local market is dominated by NTT and unlikely to be a source of profits.

Analysts believe KDD needs to enter the domestic market through an alliance with a long-distance carrier.

Meanwhile, a government advisory panel is considering allowing NTT into the international market, a move which would have a great effect on KDD's position there.

Advertising weakness hurts Fairfax result

By Nikki Tait in Sydney

John Fairfax, the leading newspaper publisher in Australia, said its first-quarter profits were down by a half, blaming the poor results on "tough economic conditions" and a depressed advertising market.

The company, which has recently been the subject of bid speculation, said it made only A\$16.3m (US\$12.5m) after tax in the three months to end-September, down from A\$33.8m in the same period of 1995/6.

At the operating level - before interest charges, depreciation and tax - the decline in earnings was less, at 15.9 per cent to A\$9.9m.

Fairfax said that after adjustments for the number of Saturdays in the quarter - a particularly heavy advertising day - underlying earnings were down 12 per cent.

Operating revenues during the quarter fell 1.5 per cent, to A\$256m. This largely reflected a 5.2 per cent drop in classified advertising volumes at the Sydney Morning Herald, and a 3.1 per cent fall at The Age, in Melbourne.

Display advertising in the two papers was down 2.5 per cent and 3.1 per cent respectively.

Fairfax saw a 4 per cent

rise in costs, with total operating expenses reaching A\$196.1m. However, the company said that the operating performance of its new printing facilities at Chullora, in Sydney, had "improved significantly" after a troubled start-up.

The lower profits were also caused by increased interest charges of A\$17.8m, compared with A\$10.1m last time, and by a higher depreciation charge of A\$18.3m, against A\$9.8m in the same period of last year.

Fairfax said it hoped for some improvement in the immediate future, adding that trading results in the second quarter had so far been stronger.

"While employment advertising has remained soft, there is evidence of improvement in other categories," it said.

Fairfax's largest shareholder at present is Mr Conrad Black, the Canadian media proprietor, with 25 per cent. Mr Kerry Packer holds a further 15 per cent. Both are pegged at these levels by Australia's restrictions on ownership of media assets, but these are currently being reviewed.

Mr Rupert Murdoch owns a smaller stake in Fairfax, below the 5 per cent disclosure limit.

Malaysia to ease rules on futures trading

By James Kyngse
in Kuala Lumpur

Malaysia is easing restrictions on futures trade to raise activity on two recently launched exchanges as part of the country's drive to become a regional financial centre to rival neighbouring Singapore.

Observers said the measures would make it easier to trade contracts on the Kuala Lumpur Options and Financial Futures Exchange (Kloffe), which was launched in December last year, and on the Malaysian Monetary Exchange (MME), launched in May this year.

But they added that until more Malaysian institutions and individuals grew comfortable with futures trading, volumes could remain lacklustre.

The most important measure announced by Mr Munir Majid, chairman of the Securities Commission, was the creation of dual licences which will allow stockbrokers to trade in futures and derivatives on Kloffe and the MME.

This measure, expected to be implemented soon, may mean that stockbrokers start to persuade cash market clients to trade futures.

Currently, the futures contracts are traded by specialised futures brokers who

have had to build up their client bases from scratch.

Another measure, Mr Munir said, was to introduce more local marketmakers to the industry. To date, the trades performed by 10 foreign marketmakers have accounted for 51 per cent of the total trade in the three-month Klibor interest rate futures contract, the only instrument currently offered by the MME and the only ring-fenced hedging instrument in the world.

Three foreign banks are soon to become Klibor marketmakers, officials said.

In an effort to streamline operations, regulatory bodies are to merge. The Commodities Trading Commission is to be subsumed into the Securities Commission to create a one-stop regulatory body for the trading of stocks, futures and other derivatives.

This measure, which Mr Munir said should be implemented before July next year, could help to cut administrative hotlines, analysts said.

Mr Munir's mission to increase liquidity in the two new futures markets is seen as crucial to their success. Without an increase in volumes, the markets could gain a reputation for being difficult to unwind contracts in, analysts said.



Munir Majid: relaxing regulations in the markets

Since its launch, Kloffe has averaged about 300 contracts a day and the MME about 300 contracts a day.

Such numbers pale almost into insignificance when compared with the robust trade on the Singapore International Monetary Exchange (Simex), where, for example, daily volume of the euroyen contract alone is more than 30,000.

Minicar sales help Daihatsu advance

By Daniel Bögler in Tokyo

Buoyant sales of its Move minicar helped Daihatsu Motor more than double interim pre-tax profits to ¥5.18bn (\$46.4m).

Japan's second-largest manufacturer of small cars and minivans announced a 12 per cent improvement in turnover to ¥354bn, driven by an 18 per cent rise in domestic sales. Increased competition caused exports to drop 10 per cent.

The group's performance in the six months to September far outstripped that of its larger rival Suzuki, which reported a 3 per cent rise in profits this week.

Daihatsu pointed to the success of the Move, which was launched in August 1995

and sold more than 100,000 in its first eight months.

Daihatsu also has high hopes for the Pizar, a small recreational vehicle introduced three months ago, and for its first electric vehicle, a four-wheeled, single-seater motorcycle.

The results have also benefited from hefty restructuring since the group fell into loss in 1993. Over the past three years, profits per employee have risen nearly tenfold to ¥500,000.

However, analysts are concerned that growth will slow now the Move is a year old. Daihatsu is also having problems in Indonesia, where its cars are assembled and distributed by Astra, the national car company. Home market, Page 17

Spending hits Thai telecom profits

By Ted Barisacke
in Bangkok

Two of Thailand's leading mobile telecommunications companies reported sluggish third-quarter profit growth yesterday, reflecting growing competition amid increasing capital spending.

Advanced Info Service, the country's largest network operator, said its third-quarter net profit rose 2.3 per cent year-on-year to Bt885m (\$94.9m). Nine-month net profit was 27 per cent higher at Bt2.67bn.

Advanced has been losing market share to rival Total Access Communications posting 127,000 new subscribers in August and September, against 209,400 at TAC. In September alone Advanced began to reverse the trend through promotional campaigns. These expenses, including air-time discounts, were the main reason behind slow profit growth, analysts said.

Falling handset prices have also helped the company. Advanced's parent, Shinawatra Computer &

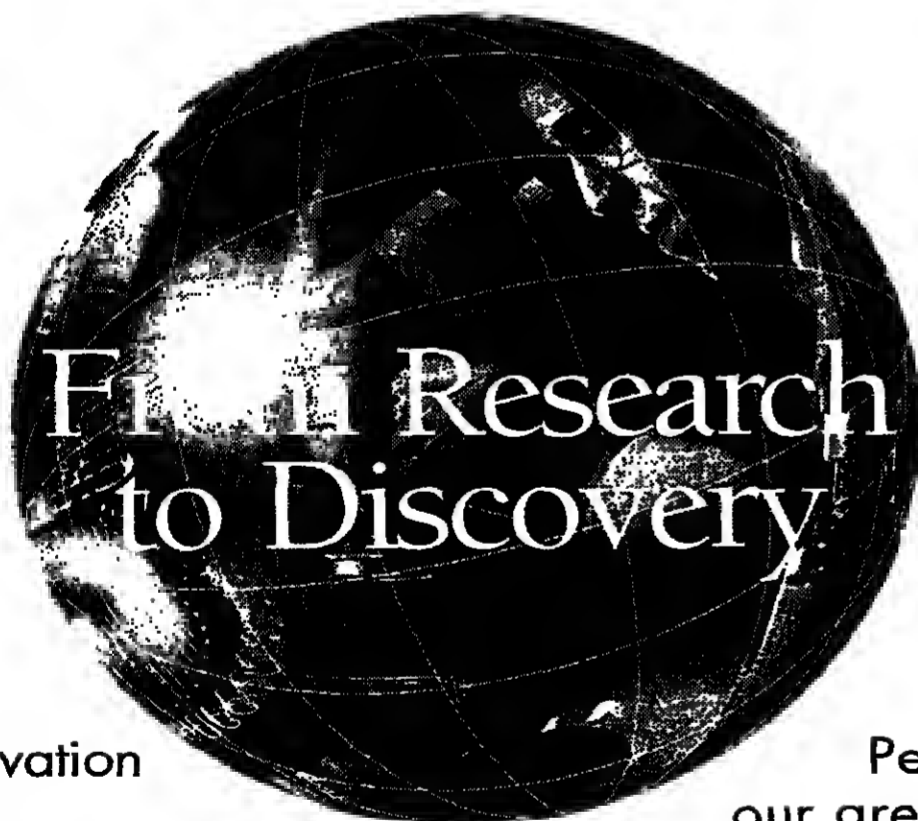
Communications, imports and distributes handsets. It is considering eliminating the Bt5,000 marketing fee it charges Advanced for each handset in order to expand its subscriber base and may push Advanced to subsidise some of this lost revenue.

United Communication (Ucom), parent of Singapore-listed TAC and a rival of Shinawatra, said third-quarter net profits declined 5.6 per cent to Bt662m. Nine-month net profits of Bt2.03bn were up 5.9 per cent.

subscriber war with Advanced, analysts said Ucom's third-quarter results were below expectations, with the company unlikely to meet its full-year profit forecast of Bt3bn.

While trading margins at Ucom have held up, the success of TAC in winning subscribers has forced the company to accelerate spending on expanding its network. This is important as prices for local calls on fixed lines are expected to rise, providing an incentive for more local mobile phone calls.

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The interest payment date will be 15 May 1997. Payment, which will amount to US\$292.24 per US\$1,000 Note and US\$1,461.20 par US\$50,000 Note, will be made against surrender of Coupon No.23

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European Investment Bank

NLG 500,000,000 Floating Rate Bonds 1992 due May 15, 2002

In accordance with the Terms and Conditions of the Bonds notice is hereby given that for the interest period from November 15, 1996 to February 17, 1997, the interest rate has been fixed at 2.40%.

On February 17, 1997, the following amounts will be payable on the outstanding denominations:

NLG 10,000: NLG 62.67
NLG 100,000: NLG 626.67
NLG 1,000,000: NLG 6,266.67

Rabobank International

November 13, 1996



Notice of Partial Redemption

ANSETT AIRCRAFT FINANCE LTD

US\$ 95,000,000 Floating Rate Notes due 2001

Notice is hereby given that pursuant to paragraph 6.1(7) "Mandatory Redemption" of the Issuance in Part by Certain Interest Payment Dates" of the Terms and Conditions of Notes, the following Bonds in the principal amount of US\$ 10,000,000 have been drawn by lot and are due for redemption at 100% plus accrued interest at the offices of the principal paying agent on the interest payment date 28th December, 1996:

No. 1257 to No. 1478 included No. 3769 to No. 3831 included No. 3901 to No. 4027 included

Interest will cease on the Bonds called for redemption on and after the Redemption Date.

Payment will be made upon presentation and surrender of the Bonds, together with all appropriate coupons maturing subsequent to the Redemption Date.

The nominal amount remaining in circulation after 28th December, 1996 amounts to US\$ 107,750,000.

DNP The Fiscal Agent

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CHANGE OF STOCK EXCHANGE LISTING, CUSTODIAN FEES AND OTHER MATTERS

The Directors have resolved that the Company's Shares should be withdrawn from listing on the London Stock Exchange and, instead, that they should be listed on the Luxembourg Stock Exchange on or around 17th December 1996. As of 17th December, a new charging structure for the Custodian's fees will take effect, which will result in an overall increase in such fees. From the same date all Reserve Fund prices will include an amount reflecting interest on investments and cash for the relevant settlement period.

A letter dated 15th November notifying Shareholders of these and other changes to the Company, can be obtained from the Company's registered office or the Company's Paying Agent in London at the following address: SG Warburg & Co. Ltd., 2 Finsbury Avenue, London, EC2M 2PP.

The company will be issuing a new Prospectus incorporating the changes, copies of which can also be obtained from the Company's registered office or from the Company's Paying Agent as of 17th December.

15th November 1996 The Board of Directors

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The company is not able to report any developments since the announcements published in the press on 25 October 1996 by this company and Elandsrand Gold Mining Company Limited. Caution should be exercised when dealing in shares of the company.

Johannesburg 15 November 1996

COMPANIES AND FINANCE: THE AMERICAS

Nasdaq listing reforms run dual risk

Change may hurt growth companies and deter investors, writes Tracy Corrigan

This week's proposals to raise minimum listing requirements for Nasdaq are the latest in a series of sweeping changes at America's most heavily traded stock market.

But Nasdaq's attempts to clean up an image tarnished by trading scandals and penny stock fraud may undermine its role as a source of capital for young entrepreneurial companies, some experts say.

Nasdaq says 30 per cent of the small-cap stocks it currently lists would no longer be eligible if the proposals are adopted. And 174 of the larger companies which have come to the main market since 1994 would not now be allowed to join.

As the preferred market for many fast-growing companies to raise capital, the 20-year-old Nasdaq Stock Market has helped finance the

US technology boom. It lists nearly 6,300 companies, compared with fewer than 4,800 in 1992.

But with success has come scandal: in the summer, the National Association of Securities Dealers, the self-regulating group which runs the market, settled with the Justice Department and the SEC after allegations that traders were rigging the market. As part of the settlement, the market is introducing new trading practices and has set up a separate regulatory arm.

The new listing requirements, on the other hand, are aimed at protecting investors from companies rather than from traders. For example, the new rules would prevent companies from issuing large amounts of new stock without shareholder approval.

But in weeding out shady



Growing pains
Indices raised
Indices raised

companies, Nasdaq could also cut off funding to bona fide growth companies.

"There's no doubt that the higher threshold will undermine the efforts of small companies to gain access to the capital markets," says Mr David Golden, head of mergers and acquisitions at

Hambrecht & Quist, a leading investment bank in the technology sector.

"And it is not clear that the [financial] criteria are useful in minimising stock fraud," he adds, referring to proposals to increase minimum market value from \$1m to \$5m and set a minimum of \$4m of net tangible assets for small-cap companies.

Furthermore, the worry is that there may not be an alternative source of ready capital for young companies.

"What has distinguished the US capital markets historically has been their ability to provide growth capital," says Mr Golden. He describes Nasdaq as "a haven" for growth companies. Stocks without a Nasdaq listing can be traded over-the-counter on one of two systems, known as the Bulletin Board or the Pink Sheets. But stocks traded in

this way are illiquid and attract a far smaller group of potential investors.

However, unless Nasdaq can show that it has cleaned up its act, it could attract further regulatory wrath or deter investors.

"Our goal is to strike the proper balance between access to capital for companies and investment quality for investors," said Mr Alfred Berkeley, president of Nasdaq, stressing that the market "has an important role to play in America's economic growth".

A consultation period runs until December 20. One solution for the exchange may be to concentrate on tightening corporate governance requirements, and take a more lenient stance on size. Otherwise, it could become as hard to list on Nasdaq's SmallCap market as on the American Stock Exchange.

Du Pont plans nylon business shake-up

By Tracy Corrigan in New York

Du Pont, the US chemicals company which invented nylon, yesterday announced a five-year plan to restructure its nylon fibre business.

The plan aims to reduce costs by \$700m a year and raise returns to substantially more than the cost of capital.

But Du Pont also expects to invest approximately \$150m in each of the next five years, mainly in the introduction of state-of-the-art nylon spinning technology.

Du Pont Nylon currently has 28 manufacturing sites and employs 19,000 staff. Jobs are expected to be cut by 15 per cent - almost 3,000 in total - as part of the restructuring.

"Our renewal effort is the right thing for our business and its stakeholders," said Mr Ed Van Wely, general manager of Du Pont's global nylon business. "It will more than double the shareholder value of the business by 2002."

Demand for nylon fibres has stagnated as new fibres, such as Du Pont's Lycra, have flourished.

Du Pont Nylon is Du Pont's largest chemicals and specialties business, with revenues from fibres, chemicals and engineering plastics of more than \$5bn.

AMERICAS NEWS DIGEST

AT&T takes stake in Rogers Cantel

AT&T, the US telecommunications giant, has moved into the growing Canadian wireless communications arena by becoming a strategic partner in Rogers Cantel, which is 80 per cent held by Rogers Communications, the country's largest cable TV operator.

AT&T, which already owns Canada's second-biggest long-distance telephone company, acquired an option on a small block of shares in Cantel, the leading Canadian wireless communications group, and gets one boardroom seat.

Cantel will now market its products as "Cantel-AT&T" and Mr Robert Allen, chairman of AT&T, said the deal was "another step towards our goal of being a complete service provider in Canada". AT&T is putting heavy resources behind its Canadian long distance telephone unit and will soon move into local services. The two companies have 8m wireless communications subscribers in both Canada and the US. Robert Gibbens, Montreal

Thomson ahead at nine months

Thomson, the international publishing, information technology and travel group, reported nine months net profit of US\$334m, or 56 cents a share, up 14.1 per cent from US\$282m, or 50 cents, a year earlier.

Gains in the core businesses were partially offset by the impact of disposals and a special charge relating to the \$3.4bn acquisition of West Publishing in the US, completed in June. Total sales - including West from June 20 to September 30 - were \$5.6bn against \$5.4bn. This excluded disposals and newspapers held for sale.

The Publishing International group, excluding disposals, increased sales and profit in the third quarter but was little changed in the nine months. Robert Gibbens

Hollinger raises Southam bid

Hollinger International has raised its offer for 7m publicly-held shares of Southam, the biggest Canadian daily newspaper group, to C\$20 a share from C\$18.75, following the recommendation of its independent directors. The total outlay will be C\$140m (US\$105m) and Hollinger would hold 50.1 per cent of Southam, up from 41 per cent. Robert Gibbens

Warner Bros to absorb Turner Pictures

By Christopher Parkes in Los Angeles

Turner Pictures, the film-making arm of Turner Broadcasting best known for the heroic but loss-making *Gettysburg*, is to be absorbed into Warner Bros, the studio business run by Time Warner, TBS's new owner.

The plan, announced yesterday, completes an important portion of the post-merger cost-saving strategy

at the entertainment and media group. Further integration projects would be announced as the review process advanced, the company said.

The move also brings closer the dissolution of an embryonic film-making empire set up by Mr Ted Turner, founder of TBS, who was believed to be anxious to keep alive the studio bearing his name. Time Warner is preparing

to sell at least a minority stake in New Line Cinema, a 30-year-old studio bought by TBS three years ago, and a buyer is still being sought for Castle Rock Entertainment.

Now, Turner Pictures is to be "phased out" over the next year, the group said in a statement issued in the names of Mr Gerald Levin, chairman and chief executive, and Mr Turner, vice-chairman.

Despite assurances that Turner Pictures' staff and production schedule of an estimated 50 films will be integrated into Warner Bros, some pruning is likely in the light of industry-wide cost-reduction efforts and cuts in the number of films released each year.

The future of some senior executives also seemed in question. Ms Amy Pascal, Turner's most senior executive, for example, will in

future report to Warner Bros co-chairmen, Mr Bob Daly and Mr Terry Semel.

Turner's current project list includes *Fallen*, starring Denzel Washington, and *City of Angels*, with Nicholas Cage and Meg Ryan.

New Line is believed to have made the first substantial losses in its history this year as a result of a run of poor performers, including *Last Man Standing* and *The Island of Dr Moreau*.

profits

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upstream, reservoirs are depleting
new developments are becoming smaller,
resulting in an upward pressure on unit costs
what was deemed impossible 10 years ago
is now common practice
the entire economics of oil exploration
and production will continue to change relentlessly
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under pressure while investments in both
technology and environment need to continue
stretching assets, managing partnerships,
restructuring and flexibility are key.
to survive, let alone flourish,
demands an internal acceptance of the need to change
at every level.
human involvement and team orientation are crucial.
effective partnerships need to be created in develop
the technology and management that transforms
what were marginal developments and assets into profitable ones.
only then can companies have not just a past but a future in this sector.
we require both the intelligence and humility to learn from other sectors
it is change in its most extreme form.
but even when we recognise the challenge,
we don't always know how to address it.
we need not just to think but to behave differently
to create frameworks which encourage rather than restrict
to cut theory into practice.
for only then can we really learn.
few of us can do it alone.
but, ultimately, for change to be sustainable,
it can only come from within.
call Peter Chadwick on 0121 322 0052
or fax 0121 332 0054.

PETER CHADWICK

REPUBLIC OF MACEDONIA

Survival against all the odds

Macedonia, surrounded by troublesome neighbours, needs peace to develop its battered economy. A report by Kevin Done and Kerin Hope

Macedonia has learned during the past five years how to survive in a hostile world. Landlocked and surrounded by sceptical, testing neighbours, it was given little chance, as it broke away from disintegrating Yugoslavia to gain its independence in 1991.

The poorest of the republics of former Yugoslavia, it has seized its opportunity to take on the role of the buffer state at the heart of the turbulent Balkans.

With international political backing and the deployment of a thin line of United Nations forces on its northern and north-western borders, it has shown that it can become a force for stability in the region. Now it must also show that it can learn how to develop and prosper.

Its prospects for development are improving, albeit from a low base, and it is gradually building a case for convincing still wary foreign investors that it has a future as a Balkan transport and services hub straddling key traditional trading routes between the northern Mediterranean and central and western Europe.

For the first time in its five years of existence, it is enjoying relatively normal relations with all of its troublesome neighbours, with open borders to both north and south through Serbia and Greece, as well as to the east and west through Bulgaria and Albania.

The lifting of United Nations sanctions on the Federal Republic of Yugo-



slavia - Serbia and Montenegro - has allowed Macedonia to normalise its links with Belgrade.

Delicate questions concerning the demarcation of stretches of the border remain to be solved. The establishment of diplomatic relations earlier this year, however, and the signing of a trade agreement leading to free trade at the end of the decade have allowed the country access again to what was its most important market before the collapse of Yugoslavia.

To the south, relations with Greece are still not easy, but international pressure has persuaded Athens to abandon its highly damaging unilateral trade blockade against Macedonia.

Greece refused to force its borders in a vain attempt to force the country to change its name, which Athens considers to represent territorial claim on its northern provinces.

Mr Cyrus Vçe, the UN mediator in continuing talks on the conflict has still to unlock this particular knot, at least the border has been re-opened.

Greece refused to force Macedonia to sign an interim agreement brokered by the UN.

While trade and tourism have picked up, there has been little progress in long-term development. Skopje's hotels are again beginning to fill with potential Greek investors.

Macedonia still faces a struggle to shake off the ugly acronym FYROM. The

Former Yugoslav Republic of Macedonia, the designation - Skopje insists it is not a name - it received at the UN and which is still used officially by European Union member states at the insistence of Greece. But it is turning the tide, and a growing number of countries are recognising it officially as the Republic of Macedonia, as it builds up diplomatic ties around the world.

Of 78 countries that have recognised Macedonia, two-thirds have done so under the country's constitutional name, says Mr Frckovski.

During the desperately difficult two years when trading routes and markets to both the north and the south were closed, fostering widespread smuggling and illicit

trade, Macedonia was at least able to ship goods through Bulgaria and Albania, but at heavy cost to the economy.

The transport infrastructure for reaching the port of Burgas on Bulgaria's Black Sea coast or Albania's Adriatic port of Durres is woefully inadequate, exposing the inherent weakness of road and rail links through much of the inhospitable, mountainous terrain of the Balkans.

Bulgaria provided a lifeline, but it too is now placing other obstacles in the path of normal relations.

While Sofia recognises Macedonia under its official name, it has belatedly decided that it has cultural problems recognising the

Macedonian language which it considers essentially to be a dialect of Bulgarian.

Mr Kiro Gligorov, Macedonia's veteran president, a wily survivor of Yugoslav politics who steered his country to independence, says the issue became "especially sensitive" during the recent Bulgarian presidential election campaign. He points to the linguistic strands in the explosive conflict between Serbia and Croatia and in the build-up of nationalism and intolerance in the region.

The language row is already holding up the signing of more than 20 bilateral agreements between Sofia and Skopje.

"The language of a nation is a trademark of its identity," says President Gligorov. "If the Macedonian language is but a dialect of the Bulgarian or the Serbian language, this can reopen the issue as to who we are and what we are. If our language is not our own, if our language belongs to another nation, that nation may claim that this is Serbia or Bulgaria and thus reopen the Balkan conflict regarding Macedonia."

The most acute threat to Macedonia's security

remains the danger of tensions spilling over from Kosovo, the southern province of Serbia, where the largely ethnic Albanian population still lives under heavy repression in a virtual police state ruled from Belgrade.

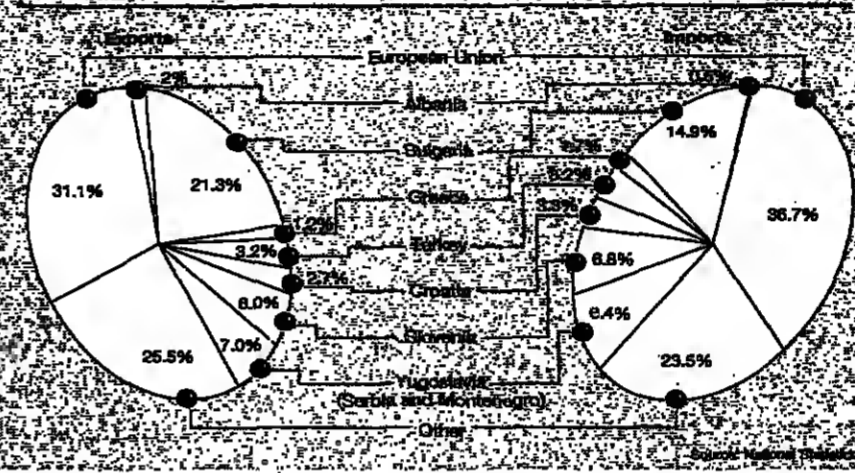
While international attention was inevitably focused on ending the war in Bosnia, the Albanian question remained in abeyance; the unsolved issue on the Balkan agenda. Little more than half of the 6m ethnic Albanians in the region live inside the borders of Albania. Close to 2m live under severe duress and discrimination in Kosovo, while about a quarter of Macedonia's population is also ethnic Albanian.

Mistrust between Macedonia's Slav and Albanian populations runs deep. Skopje is allergic to any signs of what it regards as interference from Albania in its domestic affairs such as calls from Tirana for greater rights for the ethnic Albanians, and to the more extreme voices within the Albanian community that still harbour the notion of a Greater Albania.

While some of the festering grievances of Macedonia's Albanian community are justified, there are signs

	1992	1993	1994	1995	1996
Real GDP growth (annual % change)	13.2	11.2	12.0	11.0	8.8
Industrial Production (annual % change)	17.2	16.0	10.0	11.0	4.0
Inflation (% change in CPI, end-year)	11.0	20.0	23.0	20.0	21.0
Discount rate (% end-year)	250	285	31	15	15
Current account (\$bn)	-1.8	-2.3	-2.4	-2.5	-2.7
Trade balance (\$bn)	-228	-3	-472	-156	-276
Exports (\$bn)	1,150	7,100	1,550	1,500	1,500
Imports (\$bn)	1,378	7,103	1,997	1,577	1,427
Official reserves (end-year)	4.8	4.8	4.8	4.8	4.8
Official reserves (months of imports)	0.6	1.2	1.5	1.6	1.6
Official reserves (per capita \$)	145	145	145	145	145
Unemployment (%)	18.0	18.1	18.7	19.2	19.7

Source: European Bank for Reconstruction & Development, Central Statistical Bureau, National Institute



Politics: by Kerin Hope

Balance of power has shifted

Mr Gligorov has been gradually sidelined after failing to keep the coalition together

Last year's attempted assassination of President Kiro Gligorov has radically altered Macedonia's political landscape. Although the 73-year-old leader made a remarkable recovery from injuries received in a car-bomb attack - which included the loss of his right eye - the balance of power has shifted in favour of a group of pragmatic politicians in their 30s.

They are led by Mr Branko Crvenkovski, 34, the prime minister, who governed the president's shadow for several years, and Mr Ljiljana Miletic, 39, foreign minister, who bounced by unexpectedly after offering to resign as interior minister amid criticism of his handling of the car-bombing.

Mr Crvenkovski's extremist Social Democrat party faces its first party test in Sunday's general election, following the break-up of the four coalition government Feb-

ruary. A controversial law passed earlier this year has increased the number of municipalities from 34 to 127, which is likely to increase the governing party's chances of controlling a majority of town councils, but raises questions about how efficiently they can be administered.

Mr Crvenkovski has lengthened his grip on power since his party broke away from the Liberal party, its main partner in the Alliance for Macedonia coalition founded by Mr Gligorov. The Social Democrats now govern with the moderate Party for Democratic Prosperity, the main political grouping for Macedonia's large ethnic Albanian minority.

Mr Gligorov, who is close to the Liberals, is still Macedonia's most popular politician, negotiating Macedonia's independence and keeping it out of the wars of the Yugoslav succession, he helped maintain a corner of stability in the turbulent Balkans. It was an achievement that few Macedonians would have predicted at the time of the Yugoslav federation's collapse.

However, Mr Gligorov has been gradually sidelined after failing to keep the gov-



Crvenkovski: he still supports Gligorov's policies of bringing Macedonia as close as possible to the US and western Europe

Mr Crvenkovski, a computer engineer who used to head the Macedonian communist party's youth movement, took over the Social Democrat party in 1991 after it abandoned both Marxism and its communist-era leaders. He became prime minister the following year, forming Macedonia's first political government after a coalition of technocrats collapsed.

However, he has continued to fill the cabinet with Skopje University professors, among them his former teacher, Mr Blagot Handziski, who holds the defence portfolio. The academics are seen as less politically tainted than members of the old nomenclature who moved comfortably between cabinet posts and jobs as chief executives of Macedonia's largest state enterprises.

Mr Frckovski, a law professor who played an important role in drafting Macedonia's new constitution before independence but was not involved in party politics, is not seen as a rival to Mr Crvenkovski. Although his outspokenness has occasionally embarrassed the government, his legal skills have proved useful in tortuous

negotiations with both Serbia and Greece.

Opinion polls, considered fairly unreliable, give the Social Democrats an edge in the local government elections. Their main challengers are not the Liberals, but two nationalist parties, the International Macedonian Revolutionary Organisation (VMRO) and the Democratic Party, which are running joint candidates in most municipalities.

VMRO and the Democrats are not represented in parliament because they pulled out of the second round of a general election in 1994 in protest against alleged irregularities in the electoral register. Their absence from the political stage, now admitted to be a mistake, has given both parties an incentive to campaign as enthusiastically as they would for a parliamentary election.

In response, leading Social Democrat personalities are appearing on platforms beside their mayoral candidates in towns all over Macedonia. The government has also underlined its democratic credentials by preparing a new register of voters, which has been presented for public scrutiny ahead of Sunday's poll.

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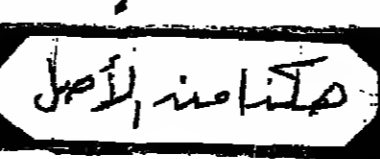
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2 REPUBLIC OF MACEDONIA

The Albanian minority: by Kerin Hope

Barometer of ethnic tension

The government is committed to removing political and economic obstacles

Brand new desks and computer terminals fill the living-room of a newly finished villa in Tetovo whose owner, an ethnic Albanian, left Macedonia to work in Switzerland. His home is now the information technology department of Tetovo's unofficial Albanian-language university, which opened almost two years ago amid violent clashes between Slavs and Albanians and is considered illegal by the Macedonian government.

The university's main building is closed and its rector, Mr Fadil Sulejmani, is serving a one-year prison term for inciting a riot. Nonetheless, university officials say that about 2,500 young Albanians attend courses in private homes.

Tetovo, a city in western Macedonia overlooked by snow-capped mountains marking the border with Albania, has a predominantly Albanian population. It has become Macedonia's barometer of inter-ethnic tension, not only because of the university but because three vociferous ethnic Albanian political parties have their headquarters there.

The Macedonian govern-



The administrative headquarters of Tetovo's unofficial Albanian-language university. Photograph by Kerin Hope.

ment fears that with encouragement from radical Albanian politicians, the university could become the focus of an Albanian separatist movement. Many of its staff used to teach at Pristina University in the restive Serb-ruled province of Kosovo, whose overwhelmingly Albanian population seeks autonomy from Belgrade.

However, Mr Ismail Murtezani, the university's vice-rector, says it is a community-

backed project aimed at filling a gaping hole in Macedonia's educational system. A shortage of secondary schools and teachers in Albanian districts means that most Albanian children have to leave school at 14 and have little opportunity to acquire skills.

"We expect that political attitudes will change and that the university will be officially recognised," he says. "The economy is mov-

ing towards privatisation and more expertise will be needed, regardless of where the diploma comes from."

Officially, Albanians make up 23 per cent of Macedonia's 2.1m population, compared to a total of less than 10 per cent for the Turkish, Gypsy, Vlach and Serbian minorities. But ethnic Albanian politicians say the minority accounts for at least 33 per cent and accuse the government of refusing

to grant citizenship to many Albanians for fear of upsetting the demographic balance.

The politicians' efforts to improve the Albanians' status range from co-operating with Macedonian authorities in order to boost educational and job opportunities for Albanians, to demanding constitutional change that would give them more political autonomy - or threatening to follow the example of Albanians in Kosovo and opt out of Macedonia society altogether.

Given Macedonia's ambition of becoming a successful multi-ethnic state, the government has decided to join forces with the moderate Albanian party and make a commitment to removing the political and economic obstacles that prevent Albanians from living on equal terms with Slavs.

Mr Branko Crvenkovski, prime minister, says the process must be gradual: "Inter-ethnic relations are a complex issue which has to be dealt with patiently. In a region like this, it takes a long period to develop mutual respect and tolerance." Four years of co-operation between the governing Social Democrats and the moderate Party for Democratic Prosperity, the largest Albanian political party, has helped to reduce suspicion at the political level, although little attempt has been made to improve relations between ordinary Slavs and Albanians.

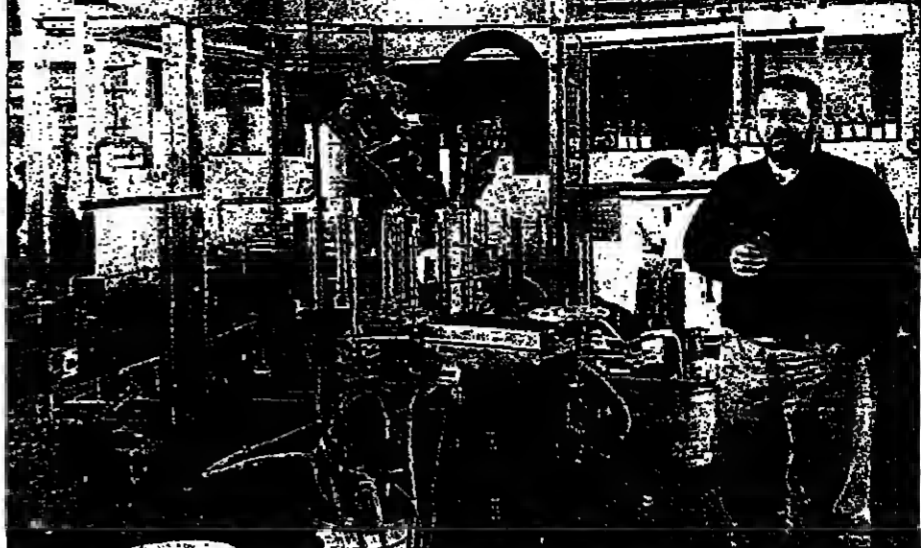
Mr Crvenkovski says the government has increased quotas for Albanian employees in the public sector and for Albanian students at Skopje university, and is trying to encourage more Albanians to become officers in the police and armed forces.

"There is progress, but it takes a lot of effort," says Mr Mevlan Tahiri, a PDP deputy. "We're accused by the radicals of being collaborators, but it's become clear that it would be difficult for any Slav party to govern without us."

However, the pace of change appears too slow for Albanian businessmen, who complain that their investment opportunities are limited to building new homes in Tetovo or the surrounding villages, or buying shops and office premises made available under the government's privatisation programme.

Mr Menaf Neziri, who manages a leather-processing plant outside Tetovo, says his family's application to set up a small factory manufacturing wool rugs has been held up by bureaucratic delays, while his attempts to raise bank finance in Macedonia for the project have proved fruitless.

"It is much more difficult for ethnic Albanians to get these things done, although we have ideas for projects and there is capital available to be repatriated from western Europe," he says. "In business, too, we are second-class citizens."



Wine maker Stephen Clarke has helped Povoarje to improve quality and introduce new brands.

Agriculture: by Kerin Hope

Growing importance

Workers turned to subsistence farming as industrial output declined

Inside a railway tunnel near Macedonia's border with Bulgaria, women in neat overalls and white rubber boots are heaving sacks of compost on to metal shelves. In three months' time they expect to harvest a mushroom crop that has become as important to the Osogovo forestry company as sawn timber, its main product.

Osogovo produces about 55 tonnes of mushrooms a year in two disused tunnels rented from Macedonian state railways. The company imports spore from France but makes its own compost out of straw and chicken dung, which is also sold to an increasing number of growers around the country.

Among them are loss-making mining companies which have switched to producing mushrooms in underground shafts and galleries in order to provide cash flow and protect workers' jobs.

Mr Cvetan Mitevski, Osogovo's general manager who studied organic mushroom-growing in the Netherlands, says: "We're in the same situation as the mining companies. We can't afford bank loans but the mushrooms are a good source of cash for keeping going."

The precipitous decline in Macedonia's industrial output has made agriculture more important to the economy. Workers made redundant have turned to subsistence farming on small family plots, while larger private farmers have focused on increasing meat and dairy production by a substantial margin in order to meet shortages that resulted from UN sanctions against trade with Serbia, formerly Macedonia's main supplier.

Macedonia's 177,000 pri-

vate farms produce about three-quarters of agricultural output on fragmented holdings with an average size of only 2.8 hectares. They grow most of Macedonia's staple crops, such as tobacco, strawberries and table grapes.

Last year, agriculture accounted for about 20 per cent of gross social product and was the only sector of the economy to show any growth.

Farming is expected to become more important as Macedonia implements the transition to market economy. Its natural advantages include fertile valleys where early varieties flourish, rolling hills that are ideal for vineyards and orchards, and abundance of high pastures for raising sheep.

Mr Neil Moxell Voca, a US aid programme which provides know-how for private farmers, says: "Macedonia has the potential to develop niche markets in a number of areas, because its production is of high quality. But it will take time because there's so much money available for investment in processing or packaging."

In federal Yugoslavia, Macedonia served as market garden for the neighbouring republics to the north, sending fresh produce to the Belgrade market, fruit and vegetables for processing in Croatia, and wine in trucks to be bottled and exported from Slovenia.

Macedonia has few canning or juicing facilities of its own and even wine bottles and glass jars are imported from Bulgaria.

Most processing is still carried out by some 20 "agro-kombinati", unwieldy state-owned conglomerates which control 30 per cent of farmland and produce most of Macedonia's cereals as well as operating poultry and pig farms. Some agro-kombinati have diversified

into hotels, transport and tourism. Next year, however, the agro-kombinati's assets are to be split up and sold under Macedonia's privatisation programme. Processing facilities, livestock and non-agricultural assets will be offered for sale with preference given to bids from managers and employees.

The government is not yet prepared to put state land-holdings up for sale, partly because it faces ownership claims from Macedonians whose land was transferred to agro-kombinati under communism. Instead, the agro-kombinati holdings are to be made available for cultivation on five-year leases.

So far, only a handful of processors have attracted interest from abroad, with attention being focused on the tobacco industry. Macedonia is renowned for producing high quality leaf but considerable investment would be needed to raise productivity to levels comparable with those of Greece or Turkey.

One Macedonian company that has managed to carve out a market abroad is Povoarje, a wine producer in southern Macedonia that has already been split off from a local agro-kombinat and was privatised early this year through a management and employee buy-out.

Through a marketing agreement with Macedonian Drinks, a UK-based importer, Povoarje acquired the services of an international winemaker, Mr Stephen Clarke, who has helped to improve quality and introduce several new brands. Last year, 250,000 cases of Povoarje wine were sold in UK supermarkets.

"Povoarje is at a crossroads," Mr Clarke says. "It needs new equipment to increase the volume of controlled production and to develop the UK market further, but its debts are high. At the moment it's basically printing for the bank."

Privatisation: by Kerin Hope

Moving steadily ahead

Proceeds from the sell-offs have been modest and there have been disappointments

Despite a chronic shortage of capital and lingering disputes over share ownership, Macedonia's privatisation programme is moving steadily ahead.

Almost 900 out of 1,200 manufacturing and service companies on the Privatisation Agency's list of disposals are now privately owned and the remainder are due to be sold or liquidated over the next six months.

The agency's next task will be to dispose of the assets of some 350 agricultural enterprises ranging from large "agro-kombinati" with extensive processing facilities and several hundred employees to bankrupt co-operatives which exist only in name.

The process of splitting up and selling the agro-kombinati holdings is expected to take at least another year. Decisions on privatising Macedonia's utilities, including power plants and telecommunications, are being postponed "until we've assessed the situation after completing these first two phases" says Mrs Verica Hadzivasileva-Markovska, the agency's director.

Buy-outs by managers and employees have accounted for most transactions to date, she says. Many Mac-

edonians already held shares in the companies where they worked, which were issued during a privatisation effort launched shortly before the Yugoslav federation collapsed.

Some companies were "socially owned" as a result of earlier reforms which on paper transferred control of Yugoslav companies to the workforce.

However, proceeds from privatisation have been modest. The total equity value of the 1,200 companies in the programme was set at DM2bn but the agency has collected only DM160m in cash.

In order to speed up disposals and keep companies in business, buyers were permitted to put down a deposit and pay off the remainder in instalments out of future earnings.

Some companies changed hands without any cash being paid because the government agreed that hard currency deposits which had been frozen after Macedonia left the Yugoslav federation, could be used in privatisation.

International investors have been discouraged from making acquisitions by confusion over shareholding structures and the determination of Macedonian managers to retain control of their companies.

The traditional jewels of Macedonia - manufacturing, three cigarette producers which make international brands under licence, have

remained in Macedonian hands despite the agency's attempts to organise an international tender.

The largest investment in Macedonia's tobacco industry to date was the acquisition by A. Mihalides, a Greek tobacco processor, of Strumica Tabak.

The Greek company agreed to pay DM3.6m for a 60 per cent stake in Strumica and update its processing facilities while retaining most of the workforce.

Mrs Hadzivasileva-Markovska says the absence of international interest "was very disappointing at first but the consolation is that many privatised companies are now searching for foreign partners themselves."

Another disappointment for Macedonia's privatisation team has been private investors' indifference to the newly-founded Skopje stock exchange.

After seven months of operation, only three companies are listed on the bourse

newly-privatised companies have shown little interest in seeking a flotation.

Although the bourse also offers facilities for trading unlisted shares in state-owned companies, investors still prefer to do so informally, while managers are keen to dilute their holdings as a result of a capital increase.

In an attempt to drum up enthusiasm for the bourse among small investors, the government launched an offering of shares in the main Skopje shopping centre. It was obliged to reduce the share price from DM100 to DM70 in order to attract bids.

Mr Evi Zografski, the bourse's general manager, is prepared to be patient. "It will take time to develop investor confidence," he says.

"But we expect that in the next year, several profitable privatised companies will come to the market to raise funds for expansion."



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JP 11/15/96



Severe economic problems: This street trader sells soft toys at night during the day he works as a medical assistant. *Picture: Kevin Done*

■ **The economy:** by Kevin Done

Prospects have improved

Over the past year, the economy has recovered on several fronts

Macedonia, the poorest and least developed republic in former Yugoslavia, has faced severe economic problems since gaining independence, with gross domestic product declining by more than 40 per cent in the past five years.

A stabilisation programme backed by the International Monetary Fund has succeeded in pulling the country back from the abyss of hyper-inflation, however supported by a severe tightening of fiscal and monetary policies.

The inflation rate has been brought down from 1,935 per cent at the end of 1992 to an expected level of less than 3 per cent at the end of this year; the lowest in eastern Europe.

Painfully the budget deficit has been reduced from 11.1 per cent of GDP in 1993 to 1.3 per cent last year and a forecast level of only 0.9 per cent for 1996.

The currency, the Macedonian denar, has been stable for more than two years and after starting independence with zero foreign currency reserves, Macedonia had managed to build reserves to \$274m by the end of 1995.

There are signs, too, that economic growth has finally resumed - led by an expected increase in industrial production of 4 per cent in 1996.

The country's prospects have improved greatly during the past 12 months, but the easing of regional tension is still to be reflected in a significant rise in economic activity.

The lifting of UN trade sanctions on neighbouring Serbia and the ending of the unilateral Greek blockade late last year have re-opened Macedonia's main trading routes.

In recent weeks, its agreement in principle with the London Club of international banks on the restructuring of its foreign bank debt also promises to open access to the international capital markets. And the outlook is bright for gaining further financial backing from both the International Monetary Fund and the World Bank, which has already completed one of the most successful standby arrangements in eastern Europe.

After a slow start production is also gathering pace, but Macedonia still has a long way to go to make good the social costs of transition have been high.

Unemployment levels are among the worst in the region and while the official figures of close to 40 per cent are discounted for being too high to capture much of the growing activity in the private sector, Mr Taki Fiti, finance minister, estimates that unemployment is still rising at between 22 and 24 per cent.

The cumulative inflow of foreign direct investment in Macedonia on a per capita basis was only 18 in the period from 19 to 1995. This was the least in the whole of east Europe (including the Baltic states but excluding the rest of the former Soviet Union). It was half the level achieved by Bulgaria, the next lowest, and only 7 per cent of the level achieved by Slovenia, the most prosperous part of former Yugoslavia.

Landlocked between the troublesome neighbours of Serbia, Bulgaria, Greece and Albania it had to endure

a devastating economic impact, halting production entirely in some sectors of industry.

The giant Skopje steel works, once at the heart of the Macedonian economy producing steel plates for the Croatian shipbuilding industry, was shut for 18 months to mid-1995.

One of the biggest losers, it has been forced to restructure with the elimination of nearly two-thirds of its workforce.

The remaining workforce is being paid, but still four months in arrears - in October they received their salaries for May - and while the plant has struggled back into spasmodic production mainly through contract processing, it has operated at only 20-22 per cent of its 1.2m tonnes capacity.

The disruption to traditional trade patterns has been severe for Macedonian companies. Mr Dimitar Pejcinovski, quality director at Alkaloid, the Macedonian pharmaceuticals and cosmetics group, admits that business was still transacted with Serbia even under sanctions, but says that inevitably many customers were still lost.

"We had to do what we could to survive, these were really hard times. You could not get payment, each transaction was a nightmare."

As Macedonia's borders have re-opened this year, the apparent impact has been to allow in a rising wave of imports, while the export performance has been poor, resulting in a worrying increase in the deficit on the current account of the balance of payments.

"The problem is the trade deficit," says Mr Fiti. "Imports are rising strongly, especially of raw materials, but this could be a signal for rising production next year."

Mr Mihail Petkovski, associate professor of economics at Skopje university, says that the relatively large external deficit could pose a serious threat to the recent gains made in reducing inflation.

"If exports fail to pick up quickly, the pressure to devalue will be inexorable and the targets on the reduction of inflation could well be endangered."

It will take time, however, for a clear picture of Macedonia's trade performance to emerge, given the murky practices that flourished during the period of the two embargoes.

The share of Bulgaria in

Macedonian trade has fallen rapidly this year, indicating in part that figures about trade with Bulgaria "covered some illegal trade with Greece and maybe Yugoslavia," says Prof Petkovski.

The most worrying element in Macedonian trade is the low and declining share of exports going to the European Union.

According to professor Petkovski, this "also expresses the difficulties experienced by Macedonian exporters in penetrating the rich markets, because of weaknesses regarding quality, design, technology and marketing."

■ **Banking:** by Kevin Done

Confidence is crucial

Reforms are well under way but there is still a lack of confidence in the system

A young entrepreneur sitting in a Skopje restaurant explains that he does not keep his money at a local bank, but in a safe deposit box, not in a savings account. He produces the key from his wallet as a comforting reminder that he can visit his money whenever he needs reassuring that it is still there.

Many Macedonians still operate outside official banking channels. They need little reminder of the \$1.2bn of foreign exchange deposits that have been frozen - many would say stolen - since the dissolution of Yugoslavia in 1991. The deposits were out of reach in Belgrade under the supervision of the National Bank of Yugoslavia at the time Macedonia gained its independence in September 1991, and many people lost their life's savings.

Not even deposit rates of 12 to 13 per cent at a time of virtually zero inflation are enough to tempt many savers back, while taking out loans at rates of 20 per cent or more are beyond the financial resources of many enterprises. "The most common source of working capital for many companies is unpaid wages," says a local economist.

Restoring confidence in the banking system and creating viable, functioning, modern banks has become one of the crucial challenges of the transition process in Macedonia. Progress has been made, but the task is far from complete.

"We think there is a big amount of foreign exchange held privately under people's mattresses; perhaps hundreds of millions of dollars," says Mr Tome Nenovski, deputy governor of the National Bank of Macedonia.

"Citizens cannot forget what happened to their foreign exchange deposits. It is not easy to bring back confidence."

Reforms have aimed at the restructuring and privatisation of Stopanska Banka, the country's biggest bank, and at the liquidation of the Bank of Foreign Trade. At the outset, these were the two largest banks, accounting for 80 per cent of the banking system. The central bank has also stepped up its supervision of the proliferating number of private banks in an attempt to eliminate widespread connected lending to shareholders.

With support from the World Bank as part of the reforms sponsored by an \$85m financial and enterprise credit adjustment programme, measures have been taken to:

- Deal with the overhang from the frozen foreign currency deposits and past foreign credits of the banks;
- Complete the establish-

ment of a regulatory framework for the banking system; and

- Remove undue pressure on banks from politically sensitive enterprises by requiring the government to deal with these directly.

There has been substantial progress. The Bank of Foreign Trade has been liquidated. Stopanska Banka has been broken up and financially restructured, to address its illiquidity and insolvency. It is now out of intensive care, although it still requires further treatment.

Decisions are pending on further deep cuts in the Stopanska Banka workforce which has already been reduced from 2,400 to 1,770. A further 450 jobs are supposed to go by the end of the year.

The restructuring shrank the balance sheet from 65.2bn denars to 16.9bn denars. Mr Ljuboimir Popovski, Stopanska Banka general manager, claimed in the bank's annual report that the balance sheet "has been well cleaned and represents a sound base for further operation of the bank."

This optimism is not entirely shared by the central bank, however, which remains concerned about a further build-up of non-performing debt this year.

The government is now seeking urgently to bring in a foreign strategic investor to provide new capital for Stopanska Banka and, above all, new technology, know-how and management methods.

Negotiations have been taking place for several months with GiroCredit of Austria, which is considering the acquisition of a substantial stake supported by the European Bank for Reconstruction and Development and the International Finance Corporation.

According to Mr Taki Fiti, finance minister, the Austrian bank is anxious for the three foreign institutions to hold a majority stake.

"This is a mutual desire. We want a good bank that will contribute to the consolidation and rehabilitation of Stopanska Banka with skilled management and a transfer of know-how."

He expects the fate of the deal to be clear "by the end of the year."

The central bank says that the government is prepared to sell its entire 23 per cent stake to the foreign institutions.

The EBRD has already moved into the banking sector this year with the acquisition of a stake in Komercijalna Banka - the leading private bank - becoming its second-largest shareholder with an investment of about DM4m.

It has also provided a DM1m convertible loan.

Separately, it is also providing a DM40m credit line through four local banks to help provide longer term funding for small and medium-sized enterprises, whose needs cannot be met by the under-developed domestic financial sector.

UN sanctions and the Greek trade embargo effectively isolated Macedonia

One of the most difficult passages to an open market economy of any of the transition countries of central and eastern Europe.

It would have sucked in a war, but it was hit hard by the break-up of former Yugoslavia. It was very much integrated into the Yugoslav market, conducting more than 70 per cent of its trade with the rest of the country and often providing raw materials and semi-finished products for further processing in the more developed areas of the country.

The UN sanctions imposed on Yugoslavia in May 1992 and the Greek trade embargo which started in early 1994 effectively isolated Macedonia from many of its trading partners until late 1995. The borders with Bulgaria and Albania remained open, but the road and rail links to both east and west were, and still are, woefully inadequate.

The enforced isolation had

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INTERNATIONAL CAPITAL MARKETS

UK gilts end higher despite jump in RPI

GOVERNMENT BONDS

By Samer Iskandar in London and Lisa Branstetter in New York

UK gilts suffered after the release of a higher than expected retail price index for October, but later rebounded to close ahead on the day, outperforming other European markets.

"We are very bullish at these levels", said Mr Mark Capleton, international bond strategist at BZW, dismissing the disappointing inflation data.

Italian bonds, meanwhile, performed strongly during the day, their 10-year yield momentarily dipping to 25 basis points below that of gilts.

that of BZW, which recently recommended that investors should "take profits on overweight positions in Italian bonds".

Near midday, the benchmark 30-year Treasury was stronger at 100 1/2 to yield 6.446 per cent, while at the short and the two-year note added 1/8 to 100 1/8, yielding 5.668 per cent.

August and September were revised upward, putting the three-month figure in line with expectations.

Investors prove reluctant to commit fresh money

INTERNATIONAL BONDS

By Conner Middelmann

The eurobond sector saw a handful of US dollar-denominated issues yesterday, as well as a range of deals in other currencies.

official at Morgan Stanley, joint lead with Goldman Sachs. Two securitisation deals backed by assets originated in the US also hit the screens.

more, "which is very tight in historical terms", he said. Three securitisation deals backed by assets originated in the US also hit the screens.

increased a 1,300bn while the World Bank raised a 1,100bn issue by 1,500bn. In French francs, Crefid Overseas, the Italian bank, issued FF22bn of 10-year bonds which were largely placed with French institu-

tional investors attracted by the rarity of an Italian issuer in their currency. Abbey National tapped the Euro sector for an Ecu100m offering of four-year bonds aimed at European retail investors, with Paribas Capital Markets.

New international bond issues

Table with columns: Issuer, Amount, Coupon, Price, Maturity, Yield, Spread, Bookrunner. Includes entries for USA GOVT, FLSA GOVT, and various international issuers.

Final terms, non-callable unless stated. Yield spread over relevant government bonds at launch supplied by lead manager.

WORLD BOND PRICES

Table of benchmark government bonds for Australia, Austria, Belgium, Canada, Denmark, France, Germany, Ireland, Italy, Japan, Netherlands, Portugal, Sweden, UK Gilts, and US Treasury.

EURO FUTURES OPTIONS

Table of Euro futures options for Dec 1996, including Dec 1996, Jan 1997, and Feb 1997.

FT Actuaries Govt. Securities

Table of FT Actuaries Govt. Securities for UK Gilts, including 1 Up to 5 years (21), 2 5-15 years (18), etc.

UK Indices

Table of UK Indices including FTSE 100, FTSE 250, and FTSE All-Share.

US INTEREST RATES

Table of US Interest Rates for Treasury bills and bond yields.

UK

Table of UK interest rates for various maturities.

FT/ISMA INTERNATIONAL BOND SERVICE

Listed are the latest international bonds for which there is an adequate secondary market. Latest prices at 7:00 pm on November 14.

FT/ISMA INTERNATIONAL BOND SERVICE

Listed are the latest international bonds for which there is an adequate secondary market. Latest prices at 7:00 pm on November 14.

BOND FUTURES AND OPTIONS

Table of Bond Futures and Options for France, Germany, and UK Gilts.

US

Table of US Treasury Bond Futures (CBT) and other US bond futures.

OTHER STRAIGHTS

Table of Other Straight bonds including various international issues.

CONVERTIBLE BONDS

Table of Convertible Bonds including various international issues.

UK GILTS PRICES

Table of UK Gilts Prices for various maturities and types.

Other Fixed Interest

Table of Other Fixed Interest including various international bonds.

DEBITORS MARK STRAIGHTS

Table of Debtors Mark Straights including various international issues.

CONVERTIBLE BONDS

Table of Convertible Bonds including various international issues.

Financial Times, London. All prices are in sterling unless otherwise stated. All prices are in sterling unless otherwise stated. All prices are in sterling unless otherwise stated.

CURRENCIES AND MONEY

US, Japan and Germany support strong dollar

MARKETS REPORT

By Simon Kuper
The dollar failed to gain yesterday even though...

member, spared fears that European monetary union might be delayed when he said that Germany and France might fail to meet the budget deficit criteria...

Japan, Germany and the US seem to disagree on how strong the dollar should be. Although officials from all three countries have made statements backing the US currency, their comments differed...

the Bank of America in London, said: "The US view seems to be mildly dollar positive; most of Europe wants to see a stronger dollar but Japan certainly does not want to see a stronger dollar."

soon. Yesterday's strong inflation data merely reinforced their view. Meanwhile, recent economic data from the US and Germany have suggested that rate rises there are further away than had been thought...

WORLD INTEREST RATES

Table with columns: MONEY RATES, Over night, One month, Three months, Six months, One year, Libor, Dlx, Repo rate. Lists rates for various countries and currencies.

EURO CURRENCY INTEREST RATES

Table showing Euro currency interest rates for various countries including Belgium, Denmark, France, Germany, Greece, Italy, Japan, Korea, etc.

POUND SPOT FORWARD AGAINST THE POUND

Table showing pound spot and forward rates against the pound for various countries and currencies.

DOLLAR SPOT FORWARD AGAINST THE DOLLAR

Table showing dollar spot and forward rates against the dollar for various countries and currencies.

THREE MONTH EURO CURRENCY FUTURES (LFFE) DM100 points of 100%

Table showing three month Euro currency futures prices for DM100 points of 100%.

THREE MONTH EURO CURRENCY FUTURES (LFFE) SF1000 points of 100%

Table showing three month Euro currency futures prices for SF1000 points of 100%.

THREE MONTH EURO CURRENCY FUTURES (LFFE) £1000 points of 100%

Table showing three month Euro currency futures prices for £1000 points of 100%.

CROSS RATE AND DERIVATIVES

Table showing cross rate and derivatives data.

Table showing exchange cross rates for various currencies.

Table showing UK interest rates for various terms.

Table showing London money rates for various currencies.

Table showing three month sterling futures prices.

Table showing short sterling options prices.

Table showing base lending rates for various banks.

JAPANESE YEN FUTURES

Table showing Japanese Yen futures prices.

Table showing EMS European currency unit rates.

Table showing non-ERM members.

Table showing three month Euro dollar futures prices.

Table showing US Treasury bill futures prices.

Table showing Euro options prices.

Table showing three month Euro dollar options prices.

Table showing Euro options prices.

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COMMODITIES AND AGRICULTURE

Arguments continue on copper stock levels

By Kenneth Gooding, Mining Correspondent

Arguments continued in the copper market yesterday over the World Bureau of Metal Statistics' suggestion that there might be substantial stocks of the metal in Rotterdam not reported in any official statistics.

Mr Wilko Bielecki, analyst at Bain Securities, part of Deutsche Morgan Grenfell, said the idea of huge stocks in Rotterdam was "judicious". The probable explanation for what is essentially a statistical discrepancy, is that, following the creation of the single European market in 1992 and the collapse of intra-EU trade statistics, the material has been moved to other parts of Europe and steadily absorbed.



David King said LME could not be expected to monitor stocks of metal not deliverable into approved warehouses.

Mr David King, LME chief executive, said it only had the capacity to report faithfully details of stocks of metal held in warehouse facilities approved by it.

Brent off highs in New York trading

By Deborah Hargreaves

New York traders pulled off prices lower yesterday, after a strong start following a surge in prices late on Wednesday.

Some profit-taking pushed the price of North Sea Brent crude for January delivery down to \$23.40 a barrel, virtually unchanged on Wednesday's close, after it had risen to \$23.60 in morning trading.

COMMODITIES NEWS DIGEST

Cuban cane fields overcome storm

Cuba's sugar cane fields have recovered from the battering they received from Hurricane Lili, and the government is confident the harvest will be higher than last year's 4.5m tonnes. "The conditions are better for a good harvest," said Mr Nelson Torres, sugar minister.

Evander in gold mines index

Evander Gold Mines, a South African group formed from a merger of four companies managed by Gencor, is to be included in the Financial Times Gold Mines index from Monday, when it will be listed for the first time on the Johannesburg and London stock exchanges.

Krakatau buys SASE stake

Krakatau Steel, the Indonesian state steel company, has agreed to invest \$7.5m in the South Australian Steel and Energy project, in return for a 15 per cent stake. SASE is looking at a possible US\$500m development of iron ore and coal deposits in the north of the state, about 100km from Coobee.

Concern over composition of LME board

By Deborah Hargreaves in London and Laurie Morse in Chicago

The Securities and Investment Board said that it had received 95 responses to its questionnaire about regulatory reform of the London Metal Exchange.

Many respondents called for an overhaul of the LME's warehousing system, with more delivery points for physical metal introduced and a cut in delivery delays.

Many respondents called for an overhaul of the LME's warehousing system, with more delivery points for physical metal introduced and a cut in delivery delays.

COMMODITIES PRICES

Table containing various commodity price lists: BASE METALS, LONDON METAL EXCHANGE, Precious Metals continued, GRAINS AND OIL SEEDS, SOFTS, MEAT AND LIVESTOCK, ENERGY, and PRECIOUS METALS.

JOTTER PAD

Table with columns for various commodity categories and their prices.

CROSSWORD

Crossword puzzle grid with clues and solution. Clues include: 1 Working one into musical entertainment according to Bey (11), 2 Sailor in tartan's not Brown (3), etc.

FT MANAGED FUNDS SERVICE

FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (444 177) 873 4878 for more details.

OFFSHORE AND OVERSEAS

BERMUDA (SIB RECOGNISED)

Table listing Bermudian fund units with columns for Fund Name, Unit Price, and % Change.

Table listing Bermudian fund units with columns for Fund Name, Unit Price, and % Change.

BERMUDA (REGULATED)**

Table listing Bermudian regulated fund units with columns for Fund Name, Unit Price, and % Change.

Table listing Bermudian regulated fund units with columns for Fund Name, Unit Price, and % Change.

GUERNSEY (REGULATED)**

Table listing Guernsey regulated fund units with columns for Fund Name, Unit Price, and % Change.

GUERNSEY (SIB RECOGNISED)

Table listing Guernsey SIB-recognized fund units with columns for Fund Name, Unit Price, and % Change.

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Table listing Guernsey SIB-recognized fund units with columns for Fund Name, Unit Price, and % Change.

Table listing various international fund units with columns for Fund Name, Unit Price, and % Change.

IRELAND (SIB RECOGNISED)

Table listing Irish SIB-recognized fund units with columns for Fund Name, Unit Price, and % Change.

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IRELAND (REGULATED)**

Table listing Irish regulated fund units with columns for Fund Name, Unit Price, and % Change.

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GLOBAL RESOURCE STOCK FUND

Table listing Global Resource Stock Fund units with columns for Fund Name, Unit Price, and % Change.

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Offshore Funds

Table listing offshore fund units with columns for Fund Name, Unit Price, and % Change.

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MINI REUTERS MAXIMUM DATA advertisement featuring a handheld device and text: 'Introducing REUTERS, the revolutionary live desktop from Futures. Paper that delivers financial data, prices and news in your hand. Small, portable and perfectly informed, mini REUTERS offers you more data, more quickly, with more instruments per screen, more flexibility to customise and covers more of the UK than any financial page.'

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Offshore Funds and Insurances

FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (444 171) 873 4878 for more details.

FT MANAGED FUNDS SERVICE

LUXEMBOURG (SIB RECOGNISED)

Table listing various Luxembourg funds including categories like Luxembourg Funds - Cont'd, American Funds Luxembourg SA, and others. Columns include fund names, ISIN, and performance metrics.

LUXEMBOURG (REGULATED)

Table listing regulated Luxembourg funds with columns for fund names, ISIN, and performance metrics.

FT MANAGED FUNDS SERVICE

Main table listing various international and offshore funds including categories like American Funds, FT Cityline, and others. Columns include fund names, ISIN, and performance metrics.

LUXEMBOURG (REGULATED)

Table listing regulated Luxembourg funds with columns for fund names, ISIN, and performance metrics.

OFFSHORE INSURANCES

Table listing various offshore insurance products and providers, including details on policy types and terms.

FT MANAGED FUNDS SERVICE

Offshore Insurances and Other Funds

FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (44 171) 873 4378 for more details.

Table listing various fund categories such as Old Mutual International (Guernsey) Ltd, AXA Asset Management, and others, with columns for fund name, price, and change.

Table listing various fund categories such as GEM Daimler Investment Managers Limited, BJ Schroder Bank & Trust Company, and others, with columns for fund name, price, and change.

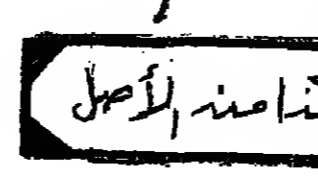
Table listing various fund categories such as Lyxor Bank International, Lyxor BAS Funds, and others, with columns for fund name, price, and change.



OTHER OFFSHORE FUNDS

Table listing other offshore funds with columns for fund name, price, and change.

MANAGED FUNDS NOTES: This section provides detailed information regarding the management of funds, including performance metrics and risk factors.



WV TRUSTS SPLIT CAPITAL - Cont.

Table listing WV trusts split capital with columns for Name, Price, and other financial metrics.

LIFE ASSURANCE

Table listing life assurance companies and their share prices.

PAPER, PACKAGING & PRINTING - Cont.

Table listing paper, packaging & printing companies and their share prices.

RETAILERS, FOOD - Cont.

Table listing retailers and food companies and their share prices.

TEXTILES & APPAREL

Table listing textiles and apparel companies and their share prices.

AIM - Cont.

Table listing AIM companies and their share prices.

AMERICANS

Table listing American companies and their share prices.

CANADIANS

Table listing Canadian companies and their share prices.

SOUTH AFRICANS

Table listing South African companies and their share prices.

WATER

Table listing water companies and their share prices.

AIM

Table listing AIM companies and their share prices.

GUIDE TO LONDON SHARE SERVICE

Prices for the London Share Service are delivered by tick, part of Financial Times Information.

FT Free Annual Reports Service

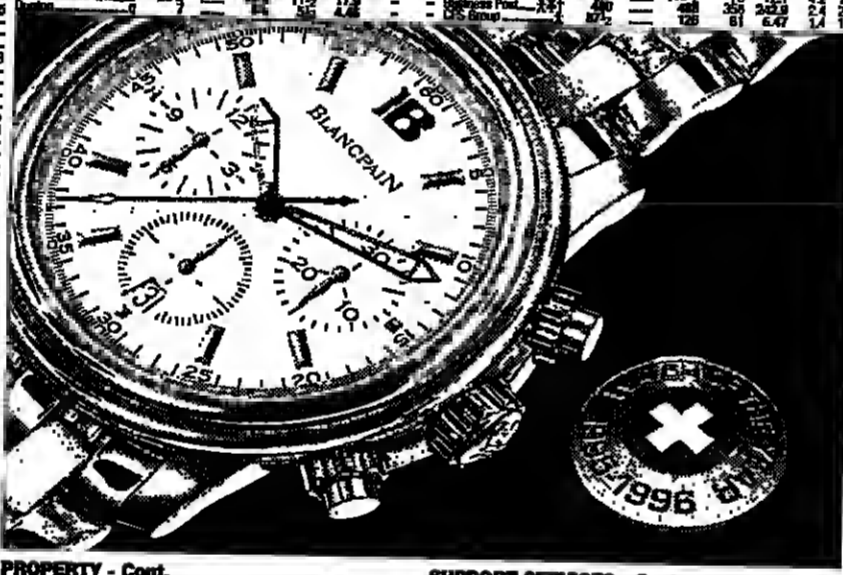
You can obtain the current annual/interim report of any company annotated with FT Cityline service.

FT Company Focus / Focus Plus

Comprehensive 10-18 page report available on this company, containing key news stories from the last year.

FT Cityline

Up-to-the-second share prices are available by telephone from the FT Cityline service.



PROPERTY - Cont.

Table listing property companies and their share prices.

SUPPORT SERVICES - Cont.

Table listing support services companies and their share prices.

OTHER INVESTMENT TRUSTS

Table listing other investment trusts and their share prices.

INVESTMENT COMPANIES

Table listing investment companies and their share prices.

OIL EXPLORATION & PRODUCTION

Table listing oil exploration & production companies and their share prices.

OIL, INTEGRATED

Table listing integrated oil companies and their share prices.

OTHER FINANCIAL

Table listing other financial companies and their share prices.

PAPER, PACKAGING & PRINTING

Table listing paper, packaging & printing companies and their share prices.

RETAILERS, FOOD

Table listing retailers and food companies and their share prices.

TELECOMMUNICATIONS

Table listing telecommunications companies and their share prices.

LEISURE & HOTELS

Table listing leisure & hotels companies and their share prices.

LONDON STOCK EXCHANGE

Gilts rebound triggers good rally in equities

MARKET REPORT
By Steve Thompson,
UK Stock Market Editor

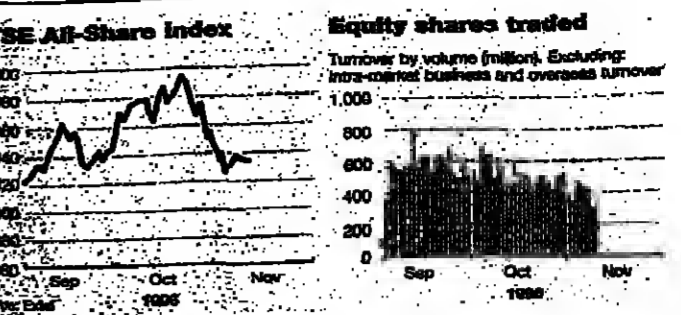
Another set of disturbing economic statistics brought further pressure to bear on UK stocks yesterday. But London managed to weather most of a flurry of selling that followed worse than expected inflation figures for October thanks to a good rally in gilts.

The headline inflation data showed that prices rose 2.7 per cent in the year to end October, against forecasts of 2.5 per cent. Underlying inflation (which excludes mortgage interest payments) was 3.3 per cent, compared with expectations of around 3 per cent. Both numbers increased the chances that UK interest rates will have to rise before the general election.

Commenting on the inflation news, Mr Adam Cole, UK economist at HSBC James Capel, said: "The October RPI data leave the UK with the highest inflation rate in Europe, with the exception of Greece, and the chances of the government hitting its inflation target of 2.5 per cent by the end of this parliament at virtually nil."

Wall Street played a big part in London's reluctance to fall below this psychologically important 3,900 level, with the Dow Jones Industrial Average looking like extending its run of consecutive gains to a seventh session. The Dow was up over 20 points shortly after the London close.

data was seen as broadly in line with forecasts and caused little damage to the bond market. Big "bed and breakfast", or tax-related, trades in British Gas, Hanson, Cookson and Lonrho and others contributed to this much higher than usual turnover during the opening half-hour.



Indices and ratios table showing FTSE 100, FTSE 250, FTSE 350, FTSE All-Share, and Best performing sectors like Gas Distribution (+4.3) and Retailers: Food (+1.2).

GUS ahead after US purchase

By Lisa Wood, Peter John and Joel Kibazo

The market was taken by surprise by the strategic shift by Great Universal Stores in its acquisition of Experian, a US supplier of credit, marketing and information services.

experiences acquiring US companies, but that, in this case, GUS appeared to have sought to minimise the risks. ABN-Amro Hoare Govett said: "This is a sensible deal by GUS with excellent growth prospects and it highlights the substantial potential of some of its lesser-known business areas."

similar turnover in the stock on Wednesday. After a US recommendation on Wednesday, NatWest was the main driving force behind the rise in Gas shares yesterday.

52m, one of the day's highest totals. The rise in the stock price boosted BT's market capitalisation by over £500m. Dealers attributed the sizeable volume to arbitrage trading between BT shares and those of US group MCI with which it is merging.

102 1/2p after a cautious statement of prospects for the current year. Manchester United climbed 2 1/2 to 530p on the back of media reports that pay-per-view broadcasts of live games in the UK premier soccer league could start as early as next year.

GUS, the best performer in the FTSE 100 index climbing 5 7/8 to 645p, has been in the information services business since 1980, but it has been a small part of its activities as the market has tended to concentrate on its retailing businesses.

FT 30 INDEX table showing index values for Nov 14-15, 1996. FT 30 index rose from 3965.1 to 3982.1.

FT 30 hourly changes table showing index movements from 9:00 to 16:00. The index peaked at 3982.1 at 15:00.

LONDON RECENT ISSUES: EQUITIES table listing new issues like BT, NatWest, and various other companies with their prices and volumes.

FT GOLD MINES INDEX table showing index values for Nov 14-15, 1996. The index rose from 1985.1 to 1995.1.

FUTURES AND OPTIONS table showing FTSE 100 INDEX FUTURES (LIFE) and FTSE 350 INDEX FUTURES (LIFE) with open, set, price, change, high, low, est. vol, open int.

TRADING VOLUME table showing Major Stocks Yesterday with volume, closing price, and change.

No FT, no comment. FT.com, the Financial Times internet site, now provides much more comprehensive world and business comment and analysis updated throughout the day.

You can also search for articles, use bulletin boards and even e-mail the Editor. So if you want to get on, log in.

Large advertisement for FT.com featuring the text "For surfers who want to be on the board." and the URL (http://www.ft.com).

FTSE Actuaries Share Indices The UK Series

Large table of FTSE Actuaries Share Indices for various sectors including FTSE 100, FTSE 250, FTSE 350, and various industry baskets.

Hourly movements and FTSE 350 industry baskets tables showing index values and changes for different time periods and sectors.

Highs & Lows shown on a 52 week basis

WORLD STOCK MARKETS

EUROPE

Table of stock market data for Europe, including Austria, Belgium, Denmark, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain, Sweden, Switzerland, and the UK.

ASIA

Table of stock market data for Asia, including Hong Kong, India, Indonesia, Japan, Korea, Malaysia, New Zealand, Singapore, South Africa, South Korea, Taiwan, Thailand, and the Philippines.

PACIFIC

Table of stock market data for Pacific regions, including Australia, Canada, and New Zealand.

AMERICA

Table of stock market data for America, including Brazil, Chile, Colombia, Mexico, and Peru.

AFRICA

Table of stock market data for Africa, including South Africa.

To be a world leader in diverse businesses you need the very best scientists and engineers. Rockwell has 15,000 of them.



Continuation of stock market data for Europe, including Austria, Belgium, Denmark, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain, Sweden, Switzerland, and the UK.

Continuation of stock market data for Asia, including Hong Kong, India, Indonesia, Japan, Korea, Malaysia, New Zealand, Singapore, South Africa, South Korea, Taiwan, Thailand, and the Philippines.

Continuation of stock market data for Pacific, including Australia, Canada, and New Zealand.

Continuation of stock market data for America, including Brazil, Chile, Colombia, Mexico, and Peru.

Continuation of stock market data for Africa, including South Africa.

INDICES

Table of various stock indices including Argentina, Australia, Austria, Belgium, Canada, Denmark, France, Germany, Greece, Ireland, Italy, Japan, Korea, Luxembourg, Malaysia, Netherlands, New Zealand, Norway, Portugal, Singapore, South Africa, South Korea, Spain, Sweden, Switzerland, Taiwan, Thailand, UK, and USA.

US INDICES

Table of US stock indices including Dow Jones, S&P 500, NYSE, and NASDAQ.

US RATIOS

Table of US financial ratios including P/E, Dividend Yield, and Market-to-Book ratios.

NEW YORK ACTIVE STOCKS

Table of active stocks in New York, including various company names and their prices.

TOKYO - MOST ACTIVE STOCKS

Table of most active stocks in Tokyo, including various company names and their prices.

INDEX FUTURES

Table of index futures contracts including S&P 500, Dow Jones, and Nikkei.

STOCKS

Table of individual stock prices and changes.

STOCKS

Table of individual stock prices and changes.

STOCKS

Table of individual stock prices and changes.

STOCKS

Table of individual stock prices and changes.

Small print text at the bottom of the page providing additional information and disclaimers.

NEW YORK STOCK EXCHANGE PRICES

Main table of stock prices with columns for stock symbols, prices, and changes. Includes sections for 'NEW YORK STOCK EXCHANGE PRICES', 'NASDAQ LISTED STOCKS', and 'NASDAQ LISTED STOCKS'.

Market Dynamics advertisement for Hewlett-Packard, featuring a computer monitor and the text 'If the business decisions are yours, the computer system should be ours.' Includes the HP logo and website URL.

AMER logo and a large graphic of a computer monitor, likely part of an advertisement for American Express or a related service.

NYSE PRICES

Table of NYSE stock prices including columns for stock name, price, and change. Includes sub-sections for 'Continued from previous page' and 'T'.

Table of NYSE stock prices including columns for stock name, price, and change. Includes sub-sections for 'U' and 'V'.

Table of NYSE stock prices including columns for stock name, price, and change. Includes sub-sections for 'W', 'X', 'Y', and 'Z'.

NASDAQ NATIONAL MARKET

Table of NASDAQ National Market stock prices including columns for stock name, price, and change. Includes sub-sections for 'A', 'B', 'C', 'D', 'E', 'F', 'G', 'H', 'I', 'J', 'K', 'L', 'M', 'N', 'O', 'P', 'Q', 'R', 'S', 'T', 'U', 'V', 'W', 'X', 'Y', 'Z'.

Table of AMEX stock prices including columns for stock name, price, and change.

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AMEX PRICES

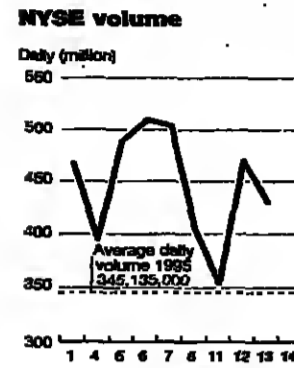
Table of AMEX stock prices including columns for stock name, price, and change.

Advertisement for 'MOSCOW' featuring the text 'Have your FT hand delivered in MOSCOW' and 'Gain the edge over your competitors by having the Financial Times delivered to your home or office every working day.'

Table of AMEX stock prices including columns for stock name, price, and change.

Dow breaks through the 6,300 level Frankfurt at peak in rumour driven trade

Blue chip shares in the Dow Jones Industrial Average pierced the 6,300-point level for the first time yesterday...



The Standard & Poor's 500 added 3.97 to 738.10 while the American Stock Exchange composite climbed 0.51 to 584.82. Volume on the NYSE was 274m shares.

Buenos Aires upbeat

BUENOS AIRES, a strong market for the past three sessions, continued to gain ground. Brokers said recent upbeat data in the shape of 6.6 per cent economic growth...

South Africa bounces back

Buyers swarmed back into Johannesburg, reversing recent sharp losses with a bounce for share prices which drove the overall index up by 60.9 to 6,915.9 in active turnover.

Other rising shares on the Dow included Philip Morris, up 1% at \$101.4, and Good Year Tire & Rubber, which climbed 1% at \$49.4.

TORONTO moved higher during the morning, but trading was mostly mixed. At the close, the TSX-300 composite index was 21.96 higher at 5,820.97, but rises and falls among the 14 sub-groups were evenly divided.

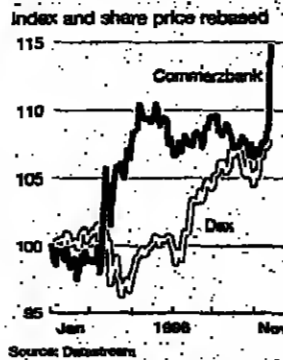
EUROPE

Bank shares swept the board in FRANKFURT where a steep rise for Commerzbank fuelled all sorts of rumours and helped underpin a strong day for the sector.

Most analysts found the idea of Commerzbank as a bid prospect hard to accept, but agreed that the bank, which vied with Merrill Lynch last year in the race for Smith New Court of the UK, might be set to spring a big deal of its own.

At all events, the shares jumped almost 4 per cent, closing up 123.13 to DM105.68 for a four-day gain of 7 per cent. Both Deutsche Bank and Dresdner rose

Commerzbank



more than 2 per cent, gaining DM1.55 to DM72.30 and DM1.05 to DM44.40, respectively.

PARIS edged ahead thanks to a dramatic surge at UAP which shot up more than 16 per cent on its plans to merge Axa, the rival insurance group.

Axa came off FFr12 to FFr106.5 when dealings in the two stocks resumed yesterday. UAP, effectively being absorbed by Axa,

jumped FFr19.1 to FFr136 after touching a high of FFr137.

Combined volume in the two stocks was 20.6m shares and this set the tone for an active session within the financial sector.

Among industrials, Fechiney fell almost 8 per cent after a profits warning, which suggested that the metals group could move into the red for the second half of 1996.

The CAC-40 index ended 0.99 higher at 2,318.18. HELSINKI closed a lively session at a record high, led by a sharp rise in Nokia. While the group's nine-month figures proved in line with expectations, analysts noted that strong growth in mobile phones sales in the third quarter had given a fillip to investors' confidence.

FTSE Actuaries Share Indices

Table with columns: Index Name, Daily Change, Open, High, Low, Close. Includes FTSE Europe 100, FTSE Europe 250, FTSE Europe 500, and FTSE International indices.

The upbeat mood spilled over to STOCKHOLM, where Nokia's results lent support to Ericsson. The Aktorsvarden index closed 36.4 up at a record 2,228.8 as Ericsson climbed SKr12 to a peak of SKr205.

ZURICH marched sharply higher into record territory, boosted by early strength in financials and a late rally in the dollar. Turnover rose sharply to SFr1.7bn as domestic and foreign investors stepped up demand in response to a number of recent analysts' upgrades. The SMI index finished 30.6 higher at 3,956.30.

Hang Seng beats 13,000 to set fresh record

ASIA PACIFIC

Optimism about interest rates and the outlook for the property market drove HONG KONG's Hang Seng index to its first ever close above 13,000 points. The index finished 61.11 higher at 13,004.80 after a record intraday high at 13,009.74 in turnover that picked up to HK\$2.2bn.

Analysts noted that Wednesday's government land auction, which achieved results well above expectations, had revived optimism about the outlook for the property market. Sun Hung Kai Properties led the gainers, rising HK\$2.95 to HK\$38.2, Cheung Kong rose 75 cents to HK\$67 and Henderson Land advanced 28 cents to HK\$71.50.

and Sega Enterprises. Yesterday's results included KDD, Japan's leading international telecomm. SVONEY, which fell Y110 to Y8,360 on poor first-half earnings. Sanyo Electric rose Y7 to Y648 on its better than expected report. Ricoh, the office automation equipment maker, advanced Y20 to Y1,170 on the previous day's report of a 25.1 per cent increase in its interim recurring profits.

Bargain hunters focused on export-oriented international blue chips in spite of the firmness of the yen against the dollar. Toyota gained Y10 to Y3,250 and Honda Motor, which is due to report interims today, added Y7 to Y810. Sony jumped Y50 to Y6,950 and Hitachi rose Y10 to Y1,090.

Green Cross, the pharmaceutical company embroiled in the controversy over HIV-tainted blood products, fell Y20 to Y584 after three consecutive days of gains on reports that Sakura Bank would finance the group's restructuring plan.

In Osaka, the OSE average fell 38.73 to 21,550.80 in volume of 20.5m shares. SYDNEY pushed ahead strongly with sharp gains among resource leaders offsetting a dull day for the banking sector. At the close, the All Ordinaries index was up 15.6 at 2,362.5.

BHP gained 2.6 per cent, rising 43 cents to A\$17.21 on 6.1m shares. WMC jumped 3.3 per cent, closing 25 cents higher at A\$7.73 and CRA added 18 cents to A\$15.18. MIM, buoyed by an upbeat annual meeting, improved 3 cents to A\$1.63.

Banks lost ground as investors shied away following earnings downgrades for the sector. NAB eased 1 cent to A\$13.75 and ANZ 4 cents to A\$7.34. Both banks report results next week.

Westpac shed 8 cents to A\$6.95 and Commonwealth

Bank 7 cents to A\$11.63. News Corp continued to weaken, dipping a further 6 cents to A\$6.74.

SINGAPORE rose 2 per cent on renewed fund buying of blue chips in anticipation of economic recovery next year. The Straits Times Industrial Index jumped 43.28 to 2,189.76 in hectic volume of 232.9m shares.

The newly listed FJ Benjamin ended sharply higher at S\$1.19 against its offer price of 80 cents.

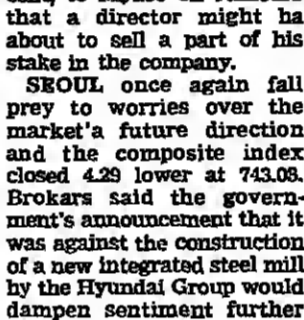
KUALA LUMPUR's blue chips staged a rebound late in the day which took the composite index up 5.91 to a closing 1,189.43. Westmont Industries was the day's highest climber,

gaining 89 cents, or 21 per cent, to M\$4.90 on rumours that a director might be about to sell a part of his stake in the company.

SEOUL once again fell prey to worries over the market's future direction and the composite index closed 4.29 lower at 743.08. Brokers said the government's announcement that it was against the construction of a new integrated steel mill by the Hyundai Group would dampen sentiment further today.

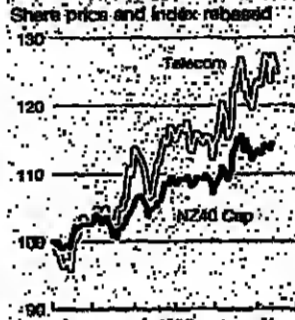
WELLINGTON closed slightly higher, but off its best, after dull results from NZ Telecom. The 40 capital index, up 27.13 at one stage, ended 1.23 better at 2,944.17.

Telecom New Zealand



There was solid buying of Telecom ahead of the result and equally heavy selling after the numbers, which

Share prices and volume raised



came in at the bottom end of the forecast range according to brokers. The company's plan for a NZ\$1bn share buy-back was also seen as disappointing.

At the close, the shares were off 15 cents at NZ\$7.47 after touching NZ\$7.75 during pre-results trading. Volume rose to 9.1m shares.

BANGKOK continued to advance in active trade ahead of Sunday's general election. Financial stocks led the way and at the close the SET index was up 1.1 per cent at 690.62, a gain of 76.69.

Foreign buying was described as heavy with brokers reporting strong demand from Hong Kong and Singapore.

FT/S&P ACTUARIES WORLD INDICES

Large table with multiple columns showing regional and world indices (e.g., Australia, Canada, Europe, Japan, USA) with their respective values, changes, and percentages.



DEUTSCHE HANDELSBANK AG MADE FOR TRADE.

International trade is a delicate matter which should be handled by professionals. If trade is your business, Deutsche Handelsbank AG is your professional partner. With our specialised team in commodities, consumer goods and industrial equipment we offer an allround service. Whether we should assist you with your country risk exposure, support you in future market transactions or simply issue a letter of credit we supply an entire range of services aimed to pave the way for your success.

As an innovative bank with a strong product range, we look to consult our product clients with the greatest of care. Creating specialised teams in corporate finance, treasury management and trade finance to fulfil the needs and goals of each client individually. To maintain a high quality and fully customised service we structure our customer relationships on a solid personal basis, thus remaining exactly what we intend to be: your Bank & Partner.

DEUTSCHE HANDELSBANK AG CREDIT LYONNAIS GROUP

RECRUITMENT

But individual performance will determine the size of the payout, warns Richard Donkin

A sparkling bonus in prospect

It is the time of year when ministers are emerging from Treasury meetings - rubbing their hands with glee or with heads bowed according to their success in negotiations over their departments' budget allocation. The outcome often depends as much on political clout or news priorities as the merits of more or less spending in any part of Whitehall.

Something similar is also happening in City banks and stockbrokers as business heads lobby for the annual bonuses. According to Martin Krajewski, managing director of Joslin Rowe, recruitment consultants in banking and finance, it is just as difficult to find any clarity in the way that bonuses are allocated.

"If you work in one of the American houses it pays to get on an aeroplane to New York and walk the corridors to get yourself noticed," he

says. "If you leave lots of memos talking about the good things you've done and your proposals and forecasts for the next year you have a good chance of getting your bonus figure up."

Dealers tend to look back upon their annual bonus payments in the same way that wine connoisseurs would assess a fine claret. They still speak of 1993 as a vintage year, for example, while 1994 was *un peu plus* in comparison as markets toughened around the world. There followed a good year in 1995, spoiled slightly by a less than sparkling final quarter. With a need to invest in technology and risk management, bonuses in some of the smaller City firms ended up lower than some dealers had expected.

Krajewski believes this year will be considered *premier cru*, particularly among leading companies. But he warns that because many employers have developed

more sophisticated appraisal systems, bonuses are likely to vary much more between individuals to reflect performance. Those in corporate finance and mergers and acquisitions, he says, have had good trading conditions while those dealing in derivatives and foreign exchange have had a tougher year.

Employees are still in a buyer's market, according to Krajewski - reflected in the increase in the practice of guaranteeing bonuses when poaching senior staff from another employer. "Some are even guaranteeing two years' bonuses and that is having the effect of setting a precedent for other people on the same level," he says.

David Morgan, editor of City HR review, says he expects larger proportions of bonuses to be paid in shares this year. These share bonuses cannot be cashed in immediately: the idea is to build in some employee loyalty - though companies

intend on poaching staff with such bonuses simply buy out the value of the stock.

Morgan also thinks that bonuses will be high in areas such as mergers and acquisitions. Elsewhere he does not expect much higher bonuses than last year because City firms are continuing to invest in building teams.

A feint ruling

The UK government yesterday expressed predictable anger at the verdict of the European Court of Justice on the implementation of the 48-hour week. But a session at the recent annual conference of the Institute of Personnel and Development suggested that the impact will not be cataclysmic - at least on large companies.

During the session, personnel managers were asked whether they had done any preparation or reading for the 48-hour week. Only a handful had.

Swiss top league

Switzerland has regained its position at the head of the salary buying-power league assembled here from executive pay statistics supplied by ECA International, a consultancy which provides pay and cost-of-living data in different parts of the world.

The table, drawn from its annual Inter Country Executive Remuneration Comparison, shows the relative purchasing power of local national managers in 20 countries, from junior to senior levels. All salaries in the report have been adjusted for local tax rates and cost of living differentials and converted into ster-

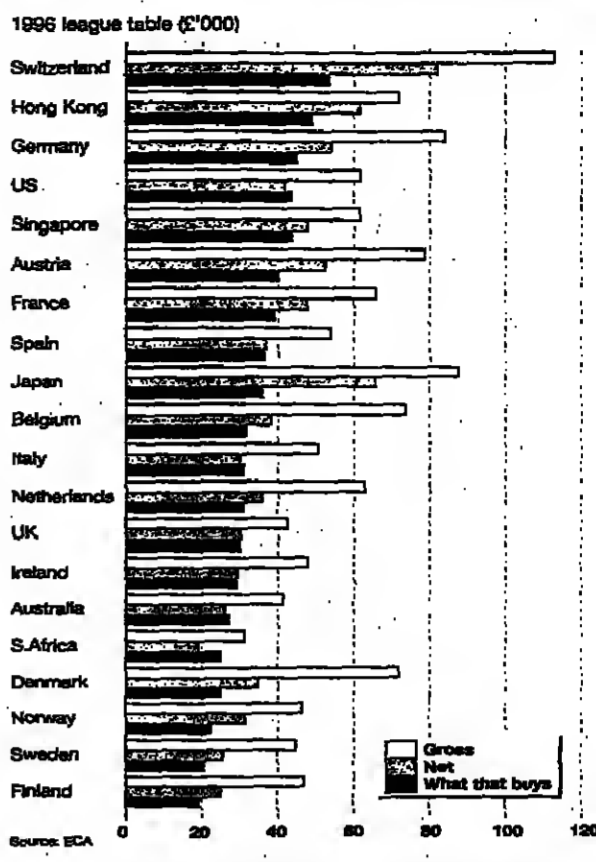
ling for ease of comparison.

The survey shows managers in Finland, Norway and Denmark have the least purchasing power because of high income taxes and living costs. Those in Switzerland, Hong Kong, Germany and the US have the most.

A senior manager in Denmark, for example, with a gross salary equivalent to £72,000, would have a purchasing power of only £26,000 after tax and adjustments for cost of living. A senior manager with a similar job in the US would earn a gross salary equivalent to \$63,000 and have a purchasing power of £44,000 once tax and cost of living have been accounted for. UK managers have the lowest gross salaries in Europe.

Inter Country Executive Remuneration Comparison is published by ECA International, Anchor House, 15 Britten Street, London SW3 3TY, tel 0171 351 6000, price £500.

Senior managers: pay and buying power



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The successful candidate will be responsible for providing in-depth, fundamental UK sector and stock analysis and will work effectively alongside the fund managers. Creating and maintaining direct contact with companies and producing comprehensive research documents are essential in order to succeed in this role.

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Interested candidates should either call Elizabeth Arthur on 0171 269 2314 for an informal confidential discussion, or alternatively write to her enclosing a full curriculum vitae at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax 0171 405 9649, quoting reference 315641.

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for the

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(Finnish or Swedish mother tongue)

Volume and languages

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The volume to be translated is predominantly for publication, and hence requires what could be characterised as a fluent, conservatively journalistic style. Almost every publication contains a cocktail of banking, economics, and EU terminology, sometimes in conjunction with technical and/or legal terms.

Quality requirements

Fully researched and polished translations, ready to be passed on to our printers' without internal revision.

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The EIB's Translation Division uses Microsoft Word and Excel for Windows. Freelancers are required to use these products and be able to exchange files in these formats with a dial-in server at the Bank via modem. In the medium term, we envisage the use of electronic dictionaries and translation tools of the translation memory type.

If interested, please fax us a short description of how you fulfil our requirements, your curriculum vitae, any references concerning similar work, your contact address, fax and phone numbers.

Kenneth Petersen Birgit Brandrup
The Nordic Languages Section
Tel: (+352) 4378-2125 or (+352) 4378-2122
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The European Investment Bank (EIB) is the European Union's Luxembourg-based long-term finance institution. It is the world's leading development bank in terms of borrowing and lending. Its main objective is to finance projects in the EU countries in favour of regional development, infrastructure, and industry.

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Please send your CV with current salary details to:
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IN THE
AIR...

... and that something is Ionica's new national telephone service, based in Cambridge; a service which uses radio technology to provide a low cost, high quality fixed link between our customers' premises and our telephone network.

Opportunities to contribute Ionica's unique operating expertise to overseas ventures are also rapidly unfolding. Ionica International Ltd has been established to aggressively pursue such opportunities.

TELECOMS BUSINESS DEVELOPMENT & PLANNING - UK & INTERNATIONAL

£30 - £45,000 plus benefits and share options

"Development and evaluation of strategic and tactical business options, complex business and financial modelling, forecasting, operational planning, analytical support..."

We are looking for a number of exceptional individuals to strengthen a small but influential team whose job is to support and challenge key decision making in a genuinely exciting, dynamic and competitive business environment. If you are comfortable with both the 'big picture' and the detail, this is an all too rare opportunity to join us at a particularly stimulating stage of development.

You may already be working in a similar position as a strategy consultant in the City or perhaps as an accountant but, whatever your background, you will be required to demonstrate a high level of intellectual and analytical ability, and commercial awareness. Recent experience in the telecommunications industry in the UK and/or overseas could be a distinct advantage.

Ionica is one of Britain's newest service providers, successfully launching leading-edge technology into uncharted territories including internationally. In return for your skills, experience and real contribution to our further progress, we are offering excellent salary and benefits packages which include share options, making you a genuine partner in our success.

If you think you can match our requirements, send your CV to our Consultant, Megan Wilkins, Austin Knight UK Limited, Nelson House, 23-27 Moulsham Street, Chelmsford, Essex CM2 0XG, quoting reference C339. Fax: 01245 350498. Telephone: 01245 350250. e-mail: mww@austinknight.co.uk Compuserve: 101511 2562. Previous applicants need not apply.

-LEADING TRANSLATION/MULTI-MEDIA COMPANY RHEIN/RUHR REGION

The Company is a world leader in the translation and printing of technical documentation, including the development of proprietary software tools for the automation of translation. The company has currently about 200 employees, mainly in Germany, but has recently embarked on a major reorganisation and expansion program. Rapid growth is envisaged through diversification into new markets and expansion overseas. To support expansion plans, the following positions need to be filled. Competitive salaries add performance related bonus package.

CONTROLLER

The company presents an ideal opportunity for a talented controller to build up a modern controlling department. The successful applicant will have a good university degree in business or accounting, and have worked for at least 2 years in the controlling function of a German company. A comprehensive knowledge of German accounting practices is essential, as is a good knowledge of computer based accounting and management information systems. A central task will be implementing modern budgeting, costing and control systems. Knowledge of GAAP is required, as well as experience in the consolidation of accounts and management information from overseas subsidiaries. Fluency in at least one foreign language is essential, and overseas work experience desirable. Good interpersonal skills are also required. The position is initially as controller of the company, with the possibility of becoming Group Financial Director for world-wide operations.

SALES AND MARKETING MANAGER

The company has developed unique systems for the authoring, translation and publication of technical documents. We are seeking a Sales and Marketing Manager who can develop and implement strategies to communicate the advantages of the methodology to current and potential customers in automotive and other markets.

The ideal candidate will have a good university degree in business or engineering, and have worked in a development, technical sales or marketing function for at least three years. Autonomous experience is an advantage, but not essential. The major task is to build and manage a professional marketing and sales organisation for the Group in Germany. Skills required include market analysis, sales force organisation and project management. Technical knowledge, in particular software related, would be a major advantage. Excellent interpersonal skills are required, as is fluency in at least one foreign language.

PROJECT MANAGER - TECHNICAL TRANSLATIONS

Managing the translation of technical documents requires a broad understanding of technical matters, together with good organisational skills.

The successful candidate will have a technical background and is familiar with the principles of project management. Formal training in project management is an advantage, but not essential. The project manager will be responsible for understanding customer requirements, translating these into project plans and managing the entire process through to delivery. Good interpersonal skills are required, as is fluency in at least one foreign language.

Please write to: Box A5919, Financial Times, One Southwark Bridge, London SE1 9HL

FINANCIAL CONTROLLER

Based Munich

Compaq Computer Corporation is the world's largest supplier of personal computers, offering desktop PCs, portable PCs and servers. Founded in 1982, the company reported sales of \$14.8 billion in 1995. This role is within the Business Development Group which is the organisation responsible for developing new market opportunities in a region covering over 60 countries, primarily in Eastern Europe, areas of Southern Europe, Africa and the Middle East.

The position is responsible for providing leadership and management to a team providing financial forecasting, accounting and financial support functions. The Munich based team supports the local businesses either directly or, where established, through subsidiaries/organisations. Because of the diverse nature of the countries which make up the region with their wide cultural and legal differences, a major challenge is to fulfil corporate requirements whilst maximising suitability to local conditions.

Candidates should have a postgraduate financial qualification and significant management experience ideally gained in an international Controlling department. Experience of working for a US corporate in a developing region will be particularly valued. Fluency in English is essential with additional languages being beneficial.

This position is seen as being an excellent entry route into Compaq and one which will provide real career and skill advancement opportunities. The remuneration package will be geared to attract and reward a high calibre individual.

Please forward a comprehensive CV to our advising consultant Gary Stevenson at Kibington Smith & Partners Limited, Minerva House, 34 North Street, Rugby CV21 2AL, UK. Tel: +44 (0)1788 641306. E-mail: 100431.1472 @ COMPUSERVE.COM Fax: +44 (0)1788 552142.

COMPAQ

Director

Corporate Finance
Westminster

£Neg + Car allowance + Profit sharing

Capita Corporate Finance, a subsidiary of the listed Capita Group Plc, wishes to recruit a further deal leader to manage a wide range of assignments.

Previous experience of initiating and executing acquisitions and disposals in the unquoted sector is essential. Rewards will include a competitive salary and profit sharing bonus.

Please send your CV and daytime telephone number, stating your current package to Ian Smith, Managing Director, 61-71 Victoria Street, London SW1H 0DA.

Regulated by the Securities and Futures Authority

CAPITA
CORPORATE FINANCE

BACOB BANK
LUXEMBOURG S.A.

has an immediate opening for a

RESEARCH ANALYST WITHIN THE CAPITAL MARKETS AREA

The ideal candidate will have the following qualifications:

- University Graduate with excellent academic achievements
- Outstanding mathematical skills
- Experience in economic and statistical research
- Strong analytical capabilities
- Excellent PC skills (Microsoft Excel)
- Knowledge of accountancy principles
- Fluent in written and spoken English
- Perspicacious, creative and team oriented

If you are interested in this challenging position within a highly motivated and lively international team, please send your application to

Ms Theresa Hoffman
BACOB BANK Luxembourg S.A.
47, Boulevard Prince Henri
L-2010 LUXEMBOURG

We are a London-based investment firm with a leading presence in Emerging Markets equity broking. We wish to appoint an equity sales person to our Southern and Eastern European team to develop coverage of US clients. Although the position will initially be based from London, candidates should be prepared to permanently relocate to New York in due course.

As a minimum, candidates should possess the following:

- At least 12 months equity sales experience covering a variety of geographical areas/products
- A thorough understanding of all Emerging Market equity products gained through regular business trips to the region
- An MBA gained from a leading business school
- The ability to distil large volumes of data and present in a clear and concise format, both written and oral, complemented by a formal training in equity analysis.

Interested parties should write enclosing a CV to: A5918, Financial Times, One Southwark Bridge, London SE1 9HL

LEADING ITALIAN CONTRACTING COMPANY

subsidiary of major German multinational, active in the environmental field, seeks a well qualified chief engineer responsible for operations for its Indian subsidiary located in Madras.

A complete Curriculum specifying qualifications and working experience should be sent to:

RWE AMBIENTE ITALIA SpA - VIA SANTA MARTA 19 - 20123 MILANO - ITALY

The EU-Japan Centre for Industrial Cooperation

joint-venture between the European Commission and the Japanese government, is recruiting for its Brussels office:

1 ADMINISTRATOR and COORDINATOR of its management training programmes for EU executives
1 SECRETARY

Candidates should be reliable, flexible, EU nationals, aged 24-32, fluent in French and English (notions of Japanese an advantage), computer literate, willing to work in a small dynamic international team in Brussels, and available from 13 January 1997.

The Administrator should be a university graduate with suitable business experience, feel comfortable in accounting and communicating with business executives and government officials.

Applications are to be faxed to the Director NO LATER THAN 22 November 1996 at +32.2.296.98.53

BERNSTEIN & CO. (SUISSE) S.A.

INTERNATIONAL FUTURES & OPTIONS BROKERS

Seeks highly motivated sales people for our options division

Qualifications needed:

- You are presently employed in the sales division in a brokerage company
- You are very successful in your present position
- Language qualifications: English and one or several other languages
- You are willing to relocate abroad

Job description:

- Sale of financial services by phone to companies situated all over the world
- We offer you:
 - A salary with a potential of at least \$100,000 per year, based on 100% commission
 - Accommodation in company apartments in the heart of Geneva

If you match this profile, please mail or fax your application & CV to:

BERNSTEIN & CO. (SUISSE) S.A.

RUE DE MONT-BLANC • CH-1201 GENEVA • SWITZERLAND
PHONE: (+41) 22 909 8000 • FAX: (+41) 22 909 8080

MANAGER DESTINATE

I require two well educated individuals (20-30) who want to be trained to fill management positions within a successful and expanding private company. The career path will reward those who accept responsibility with the job satisfaction and financial gain they deserve. Call: DAVID WHEATLEY 0171 248 1362

TOP INSTITUTIONAL SALES

European Fixed Income Products (Cash & Derivative) Excellent contacts to European and Asian Institutional Investors 10 year sales experience, fluent in English and German, Graduate, strong interpersonal skills.

ACQUISITION CHALLENGE

If you are interested, please recuitment contact information on FAX: 49 6251 71789

SENIOR COMPLIANCE SPECIALIST - CONTINENTAL EUROPE

Salomon Brothers, one of the world's leading global integrated securities houses, is seeking an experienced Compliance specialist to work in the European Compliance Department. Based in Frankfurt, the successful candidate will concentrate principally on the business conducted from Salomon Brothers' European offices.

The successful candidate will maintain strong relationships with the regulatory authorities, provide expert advice, guidance and training to business managers in Frankfurt and elsewhere in Europe.

This is a key appointment, requiring strong organisational skills and a positive, proactive approach to the business. The position will involve travel amongst European offices and the need to maintain effective and co-ordinated liaison with European Compliance and office management.

A minimum of five years' experience within the financial-services sector is required. A sound knowledge of the relevant markets and of financial products is expected. Knowledge and experience of German regulations, familiarity and a familiarity with the regulatory framework of other European jurisdictions is preferable. Experience in dealing with, or working for, relevant regulators would be desirable. Fluent spoken and written German and English is essential and an additional working knowledge of French, Italian, Spanish and/or other languages desirable.

The successful candidate will be an effective communicator and possess good oral and written skills, be self-motivated, conscientious and able to work independently and within a team environment. A desire for both personal and professional development is expected.

A competitive remuneration package is available. Interested applicants should write enclosing a complete curriculum vitae to Ann Crookall, Human Resources, Salomon Brothers International Limited, Victoria Plaza, 111, Buckingham Palace Road, London SW1W 0SB.

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+ benefits



LUISONI
CONSULENZE PROFESSIONALI SA

CHIEF FINANCIAL OFFICER

WORLD LEADING SPECIALTY CHEMICALS COMPANY
Board level appointment for a highly skilled commercial finance professional who will play an important role in shaping the future of the business.

- Co-ordinate accounting, financial controls and systems throughout the company
- Co-ordinate group consolidation and reporting activities
- Prepare operating budgets with emphasis on cash flow forecasting
- Be involved in the planning and implementation of all aspects of Business Development as well as Sales and Marketing
- Provide a strategic approach to management and financial information
- Be instrumental in all contract negotiations, particularly regarding M&A activities

The ideal candidate will be a qualified accountant, preferably with an MBA in Finance and at least a 7 year experience in senior financial management with US or European multinational organizations. Candidates will display considerable business acumen and entrepreneurship and be able to operate in a highly decentralised, profit driven and stimulating environment. They will display a 'hands-on' management style as well as a strategic approach to performance, profitability and future direction of the company. Fluent English is essential and Italian would be a plus. Compensation is negotiable and will reflect the seniority of the position. Assistance in relocation will also be available if required.

If you are interested in this opportunity, please send CV to:
Luisoni Consulenze Professionali SA
P.O. Box 3015
6901 Lugano-Switzerland
92 0041-91/923 55 41

Office - via Balestra 9 - 6901 Lugano - Tel. 091/923 22 01 - 923 55 41

Major European Bank FIXED INCOME SALES MAN TO GERMAN INVESTORS

Paris based

Our Client :
Well established European Investment Bank active in multicurrency bonds dealing as primary dealer, rated AA.

The Position :
• Develop Fixed Income sales (European Government bonds, Eurobonds, Asset swaps and Structured products) mainly to German and Austrian institutional investors.

The Person :
• A French or German national;
• University graduate, aged 28/35;
• Fluent in German and English, knowledge of French is advantageous;
• At least 3 years experience of the bond market acquired in a primary dealer team;
• Entrepreneurial behaviour, strong commercial orientation.

The competitive remuneration package will be tailored to suit the right candidate.

Please reply with full details to Danielle ELOUÏS.



APPOINTMENTS WANTED

<p>FINANCE FELD.</p> <ul style="list-style-type: none"> • solid academic record (US and Europe) • thorough knowledge of derivatives and other financial models (theory and implementation) • strong maths, statistics and programming skills • excellent communication skills <p>Write to: Box A591, Financial Times, One Southwark Bridge, London SE1 9HL</p>	<p>DYNAMIC MANAGER, MBA</p> <p>FROM TOP SCHOOL, PLUS QUALITY DEGREE, CURRENTLY MANAGING SMALL BUSINESS, AGE 34.</p> <p>Excellent understanding of technology and operational research ability.</p> <p>Seeks fresh challenge in a technology company or head office research role.</p> <p>Confidentiality assured.</p> <p>Write to: Box A591, Financial Times, One Southwark Bridge, London SE1 9HL</p>
<p>SHIPPING MANAGER</p> <p>seeks new employment</p> <p>LONDON/HOME COUNTIES</p> <ul style="list-style-type: none"> • Letters of credit/Banking Docs • Charterparty/Bills/Trade/Air • Cost effective Logistics solutions • 3 languages. <p>Write to: Box A574, Financial Times, One Southwark Bridge, London SE1 9HL</p>	

The EIB, the financial institution of the European Union with more than ECU 100 billion assets, is currently seeking for its Finance Directorate in LUXEMBOURG a (m/f)

Capital Markets Officer

European Investment Bank

A career in the heart of Europe

Duties: Assist the operational head of division on the markets for which he/she is responsible, in particular:

- Preparation and negotiation of capital market operations;
- Liaison with the banking sector in the countries or markets concerned and with the appropriate monetary and financial authorities;
- Monitoring of the primary and secondary markets in the countries and the sectors concerned;
- Research on relevant markets concerning financing structures and appropriate financial instruments;
- Preparation of issue documentation;
- Preparation of notes and statistics.

Qualifications: Candidates should possess a university degree and several years of banking experience in the field of primary and/or secondary capital markets is required, as well as proficiency in mathematics and computer applications. Ample experience in both currency and interest-rate swaps and other financial OTC instruments is required.

Languages: Very good command of either English or French and knowledge of the other. Knowledge of a third Community language would be an advantage.

The EIB offers attractive terms of employment and salary with a wide range of welfare benefits. Applications for this post are sought from both men and women.

Applicants, who must be nationals of a Member Country of the European Union, are invited to send their curriculum vitae, in English or in French, together with a letter and photograph, quoting the appropriate reference, to:

EUROPEAN INVESTMENT BANK,
Recruitment Division (ref.: FI/C9611),
L-2950 LUXEMBOURG. Fax: +352 4379 2545.

Applications will be treated in the strictest confidence and will not be returned.

INNOVEST GROUP INTERNATIONAL

EXCELLENT OPPORTUNITY FOR CAREER GROWTH FOR COMMITTED PROFESSIONALS TO JOIN AS CREW MEMBERS

A Dubai based investment company set up jointly with one of the fastest growing international investment Group specializing in Islamic finance, is in process of identifying highly motivated, qualified persons with related experience in the investment banking industry for positions in the organisation.

POSITION	CRITERIA	POSITION	CRITERIA
CORPORATE FINANCE MANAGER INV (CFM-1)	<ul style="list-style-type: none"> • CA/Investment banking qualification • 10 Years experience in asset management, corporate finance and syndications with exposure to global investment practices including corporate advisory and Islamic Finance • Highly developed communications skills in a competitive banking environment • Preferably Computer Literate • High degree of creativity and initiative. 	ADMINISTRATION LEGAL & PERSONAL MANAGER INV (ALPM-1)	<ul style="list-style-type: none"> • Qualification in Law/Business Administration • At least 10 years related experience, preferably in retail banking/financial services industry • Result oriented and highly motivated • Bi-lingual communication skills • Excellent track record to match • Preferably Computer Literate
CAPITAL MARKETS MANAGER INV (CM-1)	<ul style="list-style-type: none"> • MBA with major in finance • 5 Years related experience of dealing in capital markets in SE Asia, US, Europe • Fluor for investment analysis and presentation essential • Highly motivated, result oriented person • Excellent interpersonal communication skills • Capacity to deal in a global environment. 	OPERATIONS MANAGER INV (OM-1)	<ul style="list-style-type: none"> • CAMBA with related Operational experience at management level in financial services industry. • Exposure to development of operating manuals MIS and reporting on key areas. • Highly motivated with excellent interpersonal skills. • Excellent track record to match. • Computer proficient
TREASURY & FUND MANAGER INV (TFM-1)	<ul style="list-style-type: none"> • CAMBA with major in finance • Related 10 Years experience in fund management with a bank • Highly motivated, result oriented person • Excellent interpersonal communication skills • Computer literate preferred • International contacts in financial services industry • Exposure to development of Islamic financial instruments 	CREDIT ANALYSTS & FINANCIAL ANALYST INV (CAFA)	<ul style="list-style-type: none"> • MBA with major in finance • At least 5 years related experience, preferably in corporate commercial banking /financial services industry. • Computer proficient • Highly skilled with flair for presentations. • Excellent communication skills • Excellent track record to match • Age group 30-35 years.
MARKETING & DISTRIBUTION MANAGER INV (MDM-1)	<ul style="list-style-type: none"> • MBA with major in marketing • At least 10 years related experience, preferably in retail banking/financial services industry with demonstrated high degree of creativity and initiative. • Result oriented and highly motivated • Bi-lingual communication skills • Excellent track record to match. • Preferably Computer Literate. 	DEALERS INV (D-1)	<ul style="list-style-type: none"> • Graduate with banking qualification • At least 5 years experience in Forex dealings, equities and securities. • Highly developed interpersonal skills. • Computer literate and high degree of creative and track record of successful Forex and other business dealings • Exposure to Computerized Treasury Management System.
RELATIONSHIP OFFICERS (RO-1)	<ul style="list-style-type: none"> • MBA with major in marketing • At least 5 years related experience in Gulf countries in retail/private banking environment. • Result oriented and highly motivated. • Bi-lingual communication skills • Excellent track record to match. • Computer literate • Age group 30-35 years. 	ACCOUNTANTS INV (ACT-1)	<ul style="list-style-type: none"> • CAMBA with major in finance. • Computer literate, and exposure to computerized accounting system and presentations. • Highly developed interpersonal skills. • 5 years experience preferably in financial services industry. • Extensive exposure to accounting systems, MIS and reporting.
FINANCE & RISK MANAGER INV (FRM)	<ul style="list-style-type: none"> • Chartered Accountant (FCA) • At least 15 years related experience in financial services industry. • Excellent interpersonal skills • Highly motivated with flair for presentations and in-depth analysis. • Extensive exposure to accounting system MIS and risk management. • An Excellent track to match • Preferably Computer literate 	EXECUTIVE SECRETARY & SECRETARIAL SUPPORT INV (ESS)	<ul style="list-style-type: none"> • Graduate with pleasant disposition • Proficient in Computer skills, MS windows, Power point, Graphics • Excellent command of English. • Minimum 7 years experience in secretarial skills-shorthand typing and office management. • Capacity to work under pressure • Age group 30 years.

All positions carry attractive remunerations packages and performance related bonuses. Benefits include 30 days annual paid vacation with tickets for family, gratuity as per law, and other benefits as per Company policy.

Professionals meeting the Identified Criteria for each positions may apply in strictest of confidence enclosing detailed Curriculum Vitae and a recent photograph quoting the reference no. to
P.O. Box No. 53793 Dubai, by 20 November 1996

P.O. BOX 53793, TEL: 667785, FAX: 667058, DUBAI, UAE

Arab National Bank is a major Saudi Arabian bank, headquartered in Riyadh. The Bank, with total assets of over US\$ 8 billion, offers a full range of banking services covering: Retail, Corporate, Treasury and Private Banking. Through a network of 120 branches (including London) the Bank has built a reputation for prudence combined with the innovative use of state-of-the-art banking technology.

Our recently established Corporate Finance unit provides advisory and transaction services to an expanding corporate client base. To meet growing demand the Bank now wishes to appoint a Senior Corporate Finance Executive, reporting to the Head of Syndications and Corporate Finance. The person appointed will be given responsibility for the further development of our emerging M&A related advisory business.

The ideal candidate will be either a qualified Accountant and/or MBA with not less than five years' relevant experience in Merchant Banking or with a major accounting practice. He should be a self-starter capable of working with minimum supervision and with the ability to initiate, structure and close transactions. The position will be based at our Head Office in Riyadh. An excellent package, including tax-free salary and full expatriate benefits, will be available.

Initial interviews will be held in London.

If you believe that you meet the requirements for this challenging position please write, enclosing your C.V. to:

General Manager
Arab National Bank, P.O. Box 2LB,
47 Seymour Street, London W1A 2LB
Telefax 0171 465-0419.

Appointments Advertising

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For further information please call:
Dominic Knowlson
0171 873 4015

Director owned. City based investment management company, part of a medium sized Financial Services Company, is looking for individuals, teams or small companies with discretionary private client funds to join them.

Attractive remuneration packages and other substantial benefits on offer.

Details in complete confidence to
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LATIN AMERICAN SALESPERSON

We are a leading private merchant bank with extensive domestic and international interests in fund management, investment banking and securities broking. We are seeking to recruit a sales executive specialising in the sale of Latin American equities.

The successful candidate will join a team which operates in London, New York and the local markets. He or she will be a graduate, ideally have analytical experience which is relevant to the Latin American region and a professional qualification (MBA or CFA). He or she will be SFA registered. In addition to the above, at least five years' experience in securities sales is necessary of which at least one should be in Latin American sales.

Please apply in writing to
Box A5917, Financial Times,
One Southwark Bridge, London SE1 9HL

ACCOUNTANCY APPOINTMENTS

INTERNATIONAL AUDITOR

LONDON OR AMSTERDAM

TO £35K + BENEFITS

Specialising in the marketing of networks and value added voice and data services to multinational businesses our client is recognised as a key player in the world of hi-tech telecommunications. With a rapidly expanding global presence the holding company is based in the Netherlands and has main subsidiaries located around the USA, UK and Continental Europe.

As a result of increased market penetration the need has arisen for an internal auditor who will be responsible for or involved in:

- conducting and reporting on assigned financial and operational audits throughout the company's worldwide organisations, in order to contribute to improved efficiency and effectiveness of the business

- contributing to the development of a professional audit function
- a variety of projects in both administrative organisation and internal controls and automation
- working with senior financial and operational managers to improve business processes and control procedures.

Applications are invited from candidates, aged up to 30, who are:

- from a big six international practice or have a minimum of three years internal audit experience within a large corporate
- mobile and prepared to travel extensively - 70 per cent
- conversant with US GAAP reporting procedures
- proficient in PC and audit software skills

- Spanish speaking - advantageous
- preferably from a telecommunications or related sector background.

This represents an excellent opportunity for a qualified accountant to develop their financial and commercial skills in a fast moving business sector. It is envisaged that through the continued growth of the company the successful candidate will have future opportunities around the group.

If you wish to make a significant contribution to a dynamic business which is poised for further growth, please write, enclosing a current curriculum vitae to Kacey Young at Robert Walters Associates, 25 Bedford Street, London WC2E 9HP, fax 0171-915 8714. E-mail: kacey.young@robertwalters.com

ROBERT WALTERS ASSOCIATES



FINANCIAL CONTROLLER

FMCG Market Leader

Our client, the European division within a major multi-national plc, is a market leader in its area of high profile branded goods.

A new Financial Controller, reporting to the local Managing Director but with a strong dotted line to the UK, is now required to rapidly develop the Finance function in the Portuguese operating company (turnover c.£30 million). Specifically you will:

- Establish and develop a strong financial control environment
- Seek and implement positive improvements to both current practices and proposed actions
- Contribute positively to the commercial development of the business, which has considerable potential
- Enhance all aspects of reporting for Group and internal management purposes as well as for local statutory requirements

Lisbon

You will be a qualified Accountant with a strong technical background, an attention to detail and well-developed strategic vision. You must be able to drive through necessary developments via your personal credibility and strong influencing skills.

Attractive package, car, bonus

Previous experience of managing change within a fast-moving international Group is essential. You must be able to identify and communicate the needs of the Portuguese operation in wider European developments. Ideally you should be able to operate with equal ease in both Portuguese and English and have knowledge of local Portuguese accounting issues. Essentially you must have worked in at least two European countries and have a second European language.

Success in this role will lead to exciting opportunities within the Group.

Interested candidates should write with full CV, quoting current rewards package to Karen Wilson, Hoggett Bowers, 7-9 Bream's Buildings, Chancery Lane, London EC4A 1DY. Tel: 0171 430 9000, Fax: 0171 405 5995 quoting ref: HKW/734/FT.

Hoggett Bowers

EXECUTIVE SEARCH & SELECTION



Finance Director

International Financial and Business Management

NORTH WEST BASED

c.£65,000 + BONUS + BENEFITS

Our client is an established international process engineering contractor, part of a well known UK engineering based plc. They are about to embark on a major growth programme, building on proven skills in process engineering innovation and turnkey project management and now seek an experienced finance executive with proven commercial and business skills to join the Board.

Reporting to the Managing Director, your key tasks will be to provide comprehensive financial direction on a global basis along with the development of commercial and contract services and an integrated IT system. There will be substantial overseas travel to our offices and joint ventures.

Probably aged at least 35 and a fully qualified accountant, you will be able to demonstrate achievement in a complex international hands-on environment as a finance professional with substantial commercial experience probably, but not necessarily, in the engineering sector. A well developed profile in managing a professional and diverse team will be apparent as will the need to succeed in a demanding and energetic environment. Good influencing skills are vital.

The package will include relocation costs to a most attractive part of the country, together with executive car, family health insurance and performance based bonus opportunity.

To apply, please write with full CV, quoting reference FT821 and indicating companies to which your application should not be forwarded, to: Tony Ward, Gregory Wood Ward, 11 John Princes Street, London W1M 9HB, Fax: 0171 499 2387.

Gregory Wood Ward

RECRUITMENT ADVERTISING

c. £90,000 package + benefits

Blue-Chip Plc

Scotland

Divisional Finance Director

Profitable growth and a determination to remain at the forefront of industry developments has generated a new role within the £750 million turnover core division of this high profile quoted group. The principal task is to provide a responsive financial management infrastructure that supports the achievement of strategic objectives whilst acting as a key decision maker in evaluating and delivering significant new investments, acquisitions and joint ventures.

THE ROLE

Reporting to a main board Director, operating as a member of a small executive team, with responsibility for ensuring best practice in financial management, project evaluation and customer service.

Providing commercial input, reappraising key performance indicators to effectively challenge sector performance.

Managing and enhancing a 40 plus, diverse team, maintaining strong relationships with Group Finance and other operating divisions.

THE QUALIFICATIONS

Graduate calibre, aged 30+, with an accounting, treasury or consulting background gained from a dynamic, blue-chip customer-facing organisation.

Change agent, comfortable and effective in rapidly evolving organisation structures, commercially astute analyst with strong project management and investment appraisal skills.

Robust and resilient leader with first-class negotiation and interpersonal skills. Credible at board level with potential to progress further.

Leeds 0113 230 7774
London 0171 298 3333
Manchester 0161 499 1700

Selector Europe
Spencer Stuart

Please reply with full details to:
Selector Europe, 1st Floor, 14 Chancery Place,
London WC2E 9HP.

To £70,000 package + benefits

Blue-Chip Quoted Multinational

London

Corporate Development Manager

Internal promotion and significant planned growth in this £2.5 billion turnover group manufacturing and distributing leading edge industrial products globally, has created this fast-track career opportunity. Stretching remit supporting a Director in evaluating and executing a range of corporate development activities including acquisitions and joint ventures and the analysis of ongoing activities.

THE ROLE

Forming a two-person function with the Corporate Development Director and assisting Executive Directors in market and sector analysis to support organic growth and development.

Reviewing, executing and delivering cross-border acquisition work, co-ordinating third party advisors and negotiating directly with principals.

Conducting a range of ad hoc projects for the board, evaluating corporate structures and helping to deliver enhanced shareholder value across the business.

THE QUALIFICATIONS

Ambitious graduate accountant, ideally with a second business qualification, aged 30+ with a blue-chip corporate development background from a corporate, financial services, consultancy or the profession. Language skills advantageous.

Self-starter with the style, wit and gravitas to build effective relationships at board level. Adept project manager able to deliver several projects simultaneously.

Outstanding communication skills with the ability to deliver concise and convincing analysis on paper. Appetite to develop his/her career in the line in the medium term.

Leeds 0113 230 7774
London 0171 298 3333
Manchester 0161 499 1700

Selector Europe
Spencer Stuart

Please reply with full details to:
Selector Europe, 1st Floor, 14 Chancery Place,
London WC2E 9HP.

FINANCE DIRECTOR

A FAST GROWING GROUP IN THE SERVICES SECTOR

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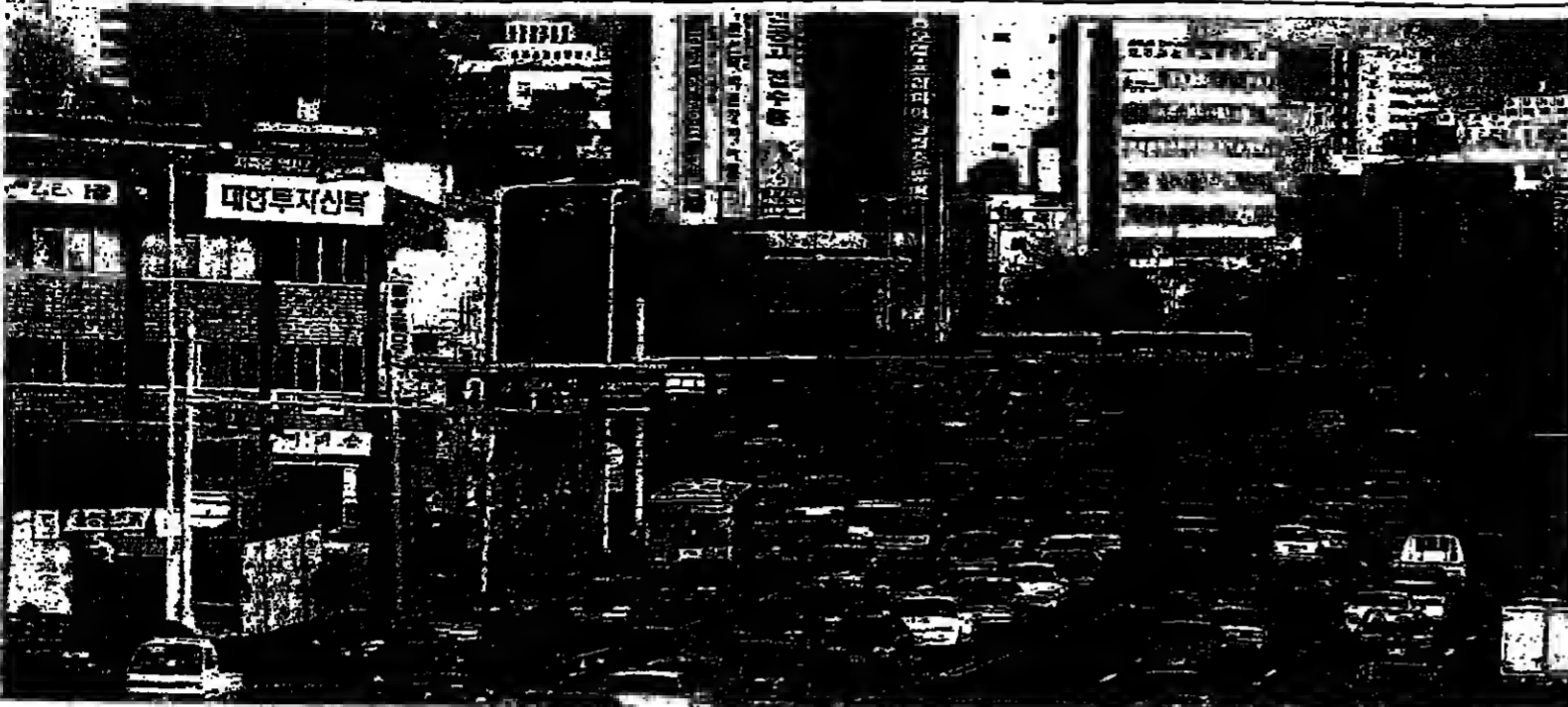
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Bound by tradition: deregulation will be hard for a country with a history of centralised government

Structural inefficiencies persist

In spite of its economic strengths there are signs that the country is starting to lose its international competitiveness, says John Burton

South Korea likes to boast that it will become the next Japan. But its fervent wish may turn out to be a curse. Instead of being the new global industrial power from Asia, South Korea is in danger of becoming like the Japan of the 1990s: a sluggish economy beset by serious structural problems. That prospect may seem surprising given South Korea's strengths. Economic growth is brisk at almost 7 per cent. The country invests heavily in expanding its industrial base, supported by a high savings ratio that amounts to 30 per cent of gross domestic product. Government debt is small. Its young, well-educated population enjoys the benefits of a full-employment economy. Nonetheless, there are warning signs that South Korea is losing its international competitiveness as the

economy matures. The current account deficit is expected to widen to a record \$20bn this year, an ominous development for a country which is heavily dependent on trade. The stock market has slumped to a three-year low. South Korea's biggest exporters are fleeing abroad to escape unfavourable conditions at home. Some blame the present economic problems on cyclical factors. A weak yen has benefited Japanese car and shipbuilding industries at the expense of their Korean rivals. A slowdown in global demand for semiconductors, which accounts for almost 20 per cent of South Korean exports, has contributed to the big trade gap. But officials and economists acknowledge that current weaknesses reflect structural faults. They bemoan the fact that South

Korea has become a "high cost/low efficiency" economy. Production costs have risen sharply in the past decade. Wages are the highest in Asia after Japan. Industrial land is expensive. Corporate interest rates are pegged at 12 per cent - twice as high in real terms as in Japan or Taiwan, due to closed financial markets. An overburdened transport system has forced up distribution costs to twice those of Japan or the US. Most importantly, labour productivity growth has not kept pace with costs. Moreover, most of South Korea's exports are concentrated in a handful of highly cyclical industries - electronics, cars, ships, petrochemicals and steel - facing increased competition from China and south-east Asia. Although it has made successful efforts to diversify into more value-added products, South Korea still largely relies on imports of capital goods and vital components from chip-making

equipment to car engines to keep the export machine running. The result is a persistent and growing trade deficit in the 1990s. This structural deficiency reflects lack of spending devoted to research and development. Companies instead preferred building more factories to achieve economies of scale. The policy has been encouraged by the government, which views large industrial investments as an easy way to keep growth buoyant. "But this industrial strategy has now left South Korea with excess production capacity in many key sectors and a lack of cutting-edge technology. Even its acknowledged global leadership in computer memory chips is at the low technology end of the semiconductor industry. Dire predictions have been made before that South Korea was heading for troubled times. But until now the country has always been able to engineer an unexpected recovery.

This time could be different, however. Factors sustaining high growth in the past, such as low wages and a cheap currency, are disappearing. Trade barriers protecting industry are falling and state financial aid to companies is being phased out. These developments are beneficial in helping restructure industry and making it more competitive. But most Korean economists argue that more needs to be done, such as lifting the heavy hand of state economic intervention and introducing market reforms. Like Japan, South Korean industry is being slowly strangled by a complex web of regulations. Financial liberalisation would lower capital costs by easing access to cheaper foreign funds. Opening the market to increased consumer imports would help reduce inflation and wage demands. Ending strict job security guarantees for workers would promote labour market flexibility. Deregulation would also

help and corrupt links between government and business, dramatically exposed this year in the bribery trials of former presidents Roh Tae-woo and Chun Doo-hwan. But perhaps the biggest benefit of market reform is that it could correct a serious imbalance between big and small business. Subsidised and protected by the state, the conglomerates, or chaebol, dominate the economy at the expense of small business. The absence of thriving entrepreneurial companies is striking, while South Korea lacks the vibrant subcontracting network of Japan. Subjecting the country's big conglomerates, or chaebol, to market discipline, particularly from the financial markets, would eventually force heavily-indebted groups to reduce their sprawling industrial empires and concentrate on core businesses. Financial liberalisation promises more funds for small business, while promoting fair competition.

Hopes have been raised that South Korea's expected entry into the Organisation for Economic Co-operation and Development next month will accelerate economic reforms. But deregulation will be difficult for a country with a long tradition of centralised government. Inward-looking attitudes, bred by almost 400 years of self-imposed isolation until the late 19th century, are also not conducive to opening the country to foreign competition. The recent contentious OECD negotiations on financial liberalisation and other issues have underscored the fact that Korean bureaucrats still favour a conservative approach toward reform. In addition, there appears to be little interest among politicians to push for rapid deregulation. Instead, hostile public reactions to OECD membership, backed by the opposition parties, reveal that many Koreans see economic liberalisation as more a threat than an opportunity. There is little doubt that a more open economy will lead to plant closures and job losses as inefficient companies are weeded out,

although this will strengthen South Korea's global competitiveness. The current economic slowdown has soured the taste for reform, with the government recently postponing the privatisation of big state companies and curbs on chaebol expansion because of fears that growth would be further disrupted. Public attitudes may change as more Koreans travel abroad and see the benefits of open market economies to consumers. But this will take time and many analysts believe that South Korea's window of opportunity to introduce full-scale reforms is short, perhaps five years, if it is to avoid the problems of Japan. Further pressure for rapid liberalisation comes from the threatened economic collapse of North Korea, perhaps within the next decade. The cost involved in unification and reconstruction is likely to strain South Korea's resources to the full. Seoul will need to rely on overseas capital to fulfil the task. Its ability to mobilise foreign funds will be made easier if South Korea has already overhauled its inefficient financial system.

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2 SOUTH KOREA:

Politics by John Burton

Opposition feuds bolster the NKP

The decade-old democracy has yet to see the ruling party fall from power

South Korea has evolved from a military dictatorship into a democracy over the past decade, but it has not yet put its democratic credentials through one crucial test: the peaceful transfer of power to the opposition. Next year could provide an opportunity as voters select a president to succeed Kim Young-sam, who must step down after a constitutionally-mandated one-term office of five years.

Yet most Koreans believe that the ruling New Korea party (NKP) will retain control of the Blue House, the presidential mansion, as long as it nominates a strong candidate against a divided opposition.

This is particularly true if the NKP selects Lee Hoi-chang, the country's most popular politician according to opinion polls. Mr Lee, a former justice of the supreme court, gained fame in 1993 when he led a well-publicised campaign against corruption as head of the government's audit bureau.

Mr Lee faces one big obstacle in gaining the NKP nomination. He is believed not to be favoured by Mr Kim, who regards Mr Lee as a potential rival for control of the NKP. Mr Kim's support is crucial since the president heads the ruling party's largest faction.

The two men have previously clashed. Mr Kim sacked Mr Lee after a brief stint as prime minister in 1994 when he demanded more power for what is largely an administrative post. The incident added to Mr Lee's popularity among Koreans, who regard the presidency as too powerful.

Opinion polls show Park Chang-jong as another strong NKP candidate, but his image as a political maverick is considered a handicap.

Instead, many political analysts believe that Mr Lee Hong-koo, the party chairman, will receive the nomination due to his close ties with the president.

Mr Lee, who is 62, has a distinguished record. With a doctorate from Yale, he taught political science for two decades at Seoul National University, the country's top university. As minister for national unification in the late 1980s, he pioneered a brief period of rapprochement with North Korea. After a posting as ambassador to the UK, he served last year as a popular prime minister.

Nonetheless, opinion polls reveal Mr Lee as the weakest of the NKP's potential presidential candidates. Lacking a political base of his own, there is a public perception that Mr Lee might amount to a shadow president for Mr Kim, who is not popular.

Still, Mr Lee would likely be narrowly elected president as long as the two main opposition parties field separate candidates. They would include Kim Dae-jung of the centre-left National Congress for New Politics (NCNP) and Kim Jong-pil of the United Liberal Democrats, which is conservative despite its name.

The two opposition leaders, who have been fixtures on the political scene for the past three decades, have recently formed a tactical parliamentary alliance against the government. But this is unlikely to lead them to agree on a single opposition presidential candidate.

Their ideological differences remain deep and neither opposition leader is likely to abdicate to the other, even if it means a probable victory at the polls. An united opposition candidate would represent a serious threat to the ruling party, which normally receives about 40 per cent of the vote.

One of the opposition candidates, probably Kim Dae-jung, could still score an electoral upset if the economy deteriorates. The growth rate for gross domestic product is likely to slip from 9 per cent in 1995 to 6 per cent in 1997, which is almost a recession by Korea's high-growth standards.

Both opposition parties have criticised the government for opening the economy too quickly to foreign competition and have lobbied for postponing Korea's membership in the Organisation for Economic Co-operation and Development.

However, some political analysts note that poor economic growth in 1995 did not stop Kim Young-sam being elected president as the candidate for the governing party. Moreover, there is a belief among opposition politicians that the government could exploit the current tense situation with North Korea to improve its chances at the polls next year.

Koreans tend to vote for stability at times of perceived national security crises. Kim Dae-jung has accused the government of previously using "the security situation for political purposes".

One possible wild card political option next year would be a constitutional change from a presidential system to a parliamentary one based on the German model. A constitutional revision has been supported by Kim Jong-pil. The government has ruled out any change. But political analysts speculate it might be tempted to support Mr Kim's efforts if it appears that the ruling party would lose the presidential election. The government has a slim parliamentary majority.

The NCNP has said it would oppose a constitutional revision because it would "be used by the ruling camp as a means to extend the rule of President Kim" until the next parliamentary election in 2000.

Economy by Robert Taylor

The dynamo begins to slow

Many observers wonder whether frenetic pace of the country's growth in recent years can be sustained

South Korea's entry into the Organisation for Economic Co-operation and Development last month reflects the widespread admiration for its recent economic achievements across the western world.

The facts speak for themselves. Since 1963 the country has enjoyed an annual average 8 per cent growth rate, its output has increased 12-fold and annual income per head has climbed by 700 per cent to \$10,076 last year. Moreover, South Korean policy-makers say that by early next century their country will have become the sixth most advanced OECD economy, surpassing the UK.

Such bullish claims may seem exaggerated. But Donald Johnston, the OECD's secretary-general, has pointed to the scale of the country's dramatic development in the recent past. At the end of the Korean war in 1953 the overwhelmingly peasant economy lay in ruins, virtually stripped of its capacity to produce chemicals, metal products, mining output, even electricity and with few trained technicians and engineers.

Today South Korea is the world's leading supplier of computer memory chips, its second largest shipbuilder after Japan, the third producer of semi-conductors, fourth maker of electronics, fifth car maker and the sixth crude steel producer. For a country of 44m with few natural resources, this is an extraordinary advance.

In this summer's report on the country the OECD suggested that if South Korea continued to expand at its present growth rate annual per capita income would double to \$20,000 by 2001, bringing the country to levels comparable with Spain and Canada.

But whether the economy can continue to grow at the frenetic pace of the past 20 years in the immediate future is a matter of open debate in the country.

After last year's phenomenal 9 per cent growth rate, the economy has been cooling off. This year may not represent a crash landing, but by South Korean standards it has created some anxieties.

The most noticeable trouble has been the abrupt drop in export growth, mainly due to a sharp 70 per cent fall in world semi-conductor prices during the first seven months of the year. As the export volume of semi-conductors climbed by more than 50 per cent in 1995 to take an 18 per cent share of the country's total exports, any sudden downward lurch in their prices was bound to hit the economy.

Moreover steel and petrochemical products have also suffered from a fall in prices and foreign demand. The weakening of the Japanese yen has also contributed to poorer export performance.

Export expansion - backed by judicious fiscal and monetary policies that ensured macroeconomic stability - was the stimulus that transformed the country's economic structure. Last year visible exports made up 24.7 per cent of the country's gross domestic product with manufactured goods accounting for 93.8 per cent of that figure so any slowdown in international demand has an immediate impact on the economy.

At the same time imports have surged, rising at a 23 per cent annual rate over the past two years, reflecting a heavy dependence on raw materials and capital goods to feed exports.

As a result the country's current account deficit has widened this year to \$9.4bn for the first half compared with \$5.9bn for the same period of 1995. Official forecasts suggest it will total about \$18.8bn for 1996 as a whole, compared with last year's figure of \$8.8bn.

There is some concern among the forecasters about consumer price inflation which grew by 5.1 per cent

The dynamo begins to slow

Many observers wonder whether frenetic pace of the country's growth in recent years can be sustained



In demand: shortage of labour is a worrying growth constraint

over the first three quarters of the year with a 4.3 per cent increase in manufactured goods prices compared with an overall 2.3 per cent for the same period of 1995.

"More policy emphasis should be put on price stabilisation and containment of the current account deficit," says Yoon Ha at the Korean Development Institute, the government-funded research organisation. But he admits the "already faltering growth momentum makes it very difficult to pursue a stabilisation policy single handedly, particularly when 1997 is presidential election year."

The institute predicts a 6.5 per cent GDP growth in the second half of the year with further decline in the first half of 1997 followed by an upturn in the second half.

However, the economy also faces severe labour market problems. Unemployment remains low at only 2.0 per cent of the workforce but only 62 per cent of adult Koreans are economically active.

Shortage of labour is a worrying growth constraint, with a shortfall of 183,000 workers, equivalent to 3.7 per cent of employees. But, there are only an estimated 190,000 foreign workers in the country and Korean xenophobia makes it an unattractive place for immigrants.

As wages stay ahead of productivity gains and the demand for skilled workers is hard to meet, labour market reform, as well as financial deregulation, has become a priority.

Korean modernisers draw hope for long-term economic prosperity on the impetus to change that will come from OECD membership. Others believe the country has no intention of deregulating its economic system at a pace that will satisfy international financial opinion.

The OECD in its summer report on the country said South Korea's "further integration into the community of industrial nations would provide mutual gains". But some foreign observers question whether the government is prepared to push through the structural changes needed to improve its economic performance.

"The country's impressive economic expansion has run far ahead of its traditional social and political structures and this carries the threat of future disruption," said one foreign official. Behind the self-congratulatory tone, the South Koreans face difficult choices about the future direction of their economy, which cannot be postponed indefinitely.

Fractious to its friends

Anti-American and anti-Japanese sentiments are starting to emerge among Koreans

With South Korea facing a tense confrontation with North Korea, it would be natural to assume that Seoul would be seeking to strengthen ties with its two closest allies, the US and Japan.

Instead, anti-American and anti-Japanese feelings are on the rise in South Korea. This reflects heightened nationalism as increased wealth promotes growing self-confidence among Koreans.

The Korean peninsula has been the Poland of east Asia - the battleground for bigger regional powers - and this unfortunate historical situation has fostered a deep feeling of injured national pride. The 1990s have seen South Korea become more assertive that is commensurate with its rapid rise to the world's 11th largest economy.

A nationalistic backlash has focused on Japan because of its harsh colonial rule between 1910 and 1945 and the US, which is still blamed for dividing the Korean peninsula in half with the Soviet Union at the end of second world war.

Events this year have contributed to growing resentment among Koreans toward their allies.

In case of the US, the biggest clash has occurred over differences in North Korean policy. Under President Bill Clinton, Washington has adopted a role as mediator in an effort to promote smooth reunification.

But Seoul has been suspicious of US intentions ever since Washington signed a nuclear deal with Pyongyang in 1994. North Korea

agreed to freeze its nuclear weapons programme in return for fuel oil and two nuclear reactors that would be financed mainly by South Korea.

South Korean officials have accused the US of being "soft" on North Korea and their scepticism has increased after a North Korean submarine was discovered on an infiltration mission in September.

Kim Young-sam, the South Korean president, has adopted a hardline policy toward North Korea in the wake of the submarine incident. This has provoked worries among US officials that South Korea might be trying to derailed the nuclear agreement in effort to isolate North Korea and hasten its collapse. "That is a risky strategy that could destabilise the region," said a western diplomat.

Other factors have added to the mutual distrust, including the recent arrest of a Korean-American intelligence analyst in Washington on charges of spying for South Korea.

US-South Korean frictions are not limited to diplomacy. The US is also pushing for wider trade access to the Korea's closed market. Washington is seeking lower tariffs and taxes on imported cars, which account for less than 1 per cent of volume sales.

Alleged barriers on telecommunications equipment and protection of intellectual property rights are also matters of dispute.

But there is growing resistance to US trade pressure, particularly when Korea is suffering from a record current account deficit of \$20bn this year and the US enjoys a trade surplus with Korea.

However, current ill feeling should not change the fundamental US-South Korean relationship, with Washington committed to protecting Seoul from a potential North Korean attack.

In contrast, South Korea is paying an economic price for its prickly relations with Japan. A territorial dispute between the two nations over an island, known as Tokdo in Korean and Takeshima in Japanese, in the Sea of Japan has set back

prospects for increased economic co-operation. Korea is seeking more industrial investments from Japanese companies to reduce its persistent trade deficit with Japan, which reached \$15.6bn last year. This reflects South Korea's heavy dependence on imports of Japanese capital goods and components.

Japanese companies have been reluctant to invest in Korea because of perceived hostile attitudes. The island dispute, which involves fishing rights, has further fanned anti-Japanese feelings this year, and has seen numerous demonstrations in front of the Japanese embassy in Seoul.

Seoul and Tokyo have tried to paper over their differences. They recently agreed to promote historical research to correct "misunderstandings". Cultural exchanges in traditional arts will be promoted, although Korea will maintain a strict ban on imports of modern Japanese mass culture, including films and music.

In a goodwill gesture, Seoul also proposed ending an import ban on many key Japanese products, such as cars and electronics, by 1999.

These efforts to improve relations will be put to the test when South Korea and Japan co-host the 2002 World Cup games. Competition between Seoul and Tokyo for the tournament was so bitter that FIFA, the international football association, was forced to split the games between them.

Officials expressed optimism that the event will promote good neighbourly relations, but initial disagreements on co-hosting arrangements have weakened such hopes. Although some differences have been settled, future disputes are likely to add to the climate of recrimination between South Korea and Japan.

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Famine

Under the

North Korea: by John Burton

Famine raises pressure for change

Severe economic woes have raised fears of political upheaval in the totalitarian state

The economic decline of North Korea has been swift. In the early 1970s, it was an industrial showcase for the third world. Today, it is barely able to feed its people, with children showing signs of African-style malnutrition. There is widespread concern that North Korea is heading toward an economic collapse, which could precipitate political upheaval, threatening regional stability and development.

The North Korean economy has shrunk by more than 25 per cent since 1989, reflecting the collapse of its trade relations with the Soviet bloc after the end of communism in eastern Europe. Its important agricultural sector is suffering from poor farming methods and flooding from heavy rains, forcing it to appeal for international emergency food aid.

Lack of foreign exchange for fuel imports has created energy short-

ages, leaving many of its factories idle. It is unable to borrow money to improve its obsolete infrastructure since it has an estimated \$12bn in foreign debt.

But predictions about an immediate collapse appear exaggerated. Although agricultural production remains vulnerable, it will improve if weather conditions do. The country is also trying to revive trade by forging business links with neighbours such as Japan and China.

The supply of fuel oil and the construction of two modern nuclear reactors, promised under a 1994 nuclear freeze agreement with the US, is expected to ease energy problems and - imitating China - a free-trade zone is being created around the north-east ports of Rajin-Sonbong to attract western investment.

But many doubt North Korea is willing to introduce economic reforms on the same scale as China. It has refused to introduce a market-based agricultural system - the basis for Chinese reforms in the late 1970s.

One cause for official caution is

the fear reforms could weaken the state's tight grip over society. Nonetheless, North Korea's totalitarian system could suppress any popular moves toward political reform in the near future.

Perhaps its best guarantee for immediate survival is that no country with interests in the region, including China, Russia, Japan and the US, wants to see it collapse because of the consequences to regional stability. These countries are likely to join multilateral aid programmes to North Korea.

The success of this strategy also depends on the attitude of South Korea, regarded as the biggest potential source for investment in North Korea. But neither Korea appears to want to co-operate with the other. North Korea regards accepting assistance from the south as a sign of weakness. South Korea has adopted a hard-line policy toward Pyongyang in response to what it sees as North Korean provocations, including a submarine intrusion in September.

Some suggest the Koreans should adopt the China-Taiwan relation-

ship, allowing unofficial contacts, including business ventures, to create a climate of mutual trust. But Seoul has ruled out such an approach by insisting investments in North Korea be linked to progress on inter-Korean contacts. Many analysts expect relations between the two will remain frozen until at least early 1998, when South Korean president Kim Young-sam leaves office.

But there are worries that continued delays in developing inter-Korean contacts will make it harder for South Korea to reconstruct North Korea after reunification and that a collapse in the north would result in a downturn in the south's economy.

Analysts suggest that South Korea should accelerate financial liberalisation to prepare for reunification. Marcus Noland of the Institute for International Economics in the US says it must "continue to improve its foreign direct investment regime, as well as encourage the development of efficient domestic bond markets of all maturities which can be used to mobilise large sums of capital when the need arises".

Employment: by Robert Taylor

Employers call for greater flexibility

Businesses argue that labour laws are undermining their ability to compete globally

South Korean employers, supported by their powerful industrial federation, are lobbying hard for labour market deregulation to improve their competitiveness and make it easier to pursue flexible employment policies.

Employers argue that pressure for higher wages - not reflected in productivity - continues to add costs that are hard to contain in the present tight labour market. Moreover, they complain they have to finance a wide range of benefits as part of the remuneration package for their employees, such as housing loans and funding the country's employment insurance system.

They also grumble about state restrictions on the hiring and firing of workers. Under the Labour Standards Act an employee cannot be dismissed without legitimate cause and even when this is proved, one month's notice has to be given. Severance pay is compulsory, amounting to the equivalent of at least 30 days of wages per year of service.

State-enforced restrictions on working hours, are also an issue. Workers put in eight hours a day and a 44-hour week regardless of the type of business. Over-time work is permissible under agreement but it must amount to no more than an additional 12 hours a week and payment must be at least 150 per cent of the normal wage.

The law provides workers with from 10 to 21 days of paid annual holiday. Women are permitted paid menstrual leave from work for one day a month. The range of legally enforceable employee rights reflects official concern to ensure employee security in

the workplace. Trade unions acknowledge the safeguards this provides for workers.

However, the Federation of Korean Industries has used this year's presidential industrial relations commission to question whether these traditional regulations make any sense as the pressure to compete in international markets rises.

It has found influential support for its concerns from senior government officials who want to avoid the European-style employment systems they argue have ensured higher levels of unemployment and economic stagnation.

If concessions are made to appease the trade unions, employers insist these should be offset by a more liberal attitude to employment laws. They have focused on a number of issues. Firstly, they favour the introduction of a labour lease system to meet the need for greater flexibility in the labour market. This would enable them to recruit contract workers to cover temporary demands for extra labour, reducing costs. The industrial conglomerates, or chaebol, are keen on such a reform, and argue it would also provide a solution to current labour shortages in medium and small enterprises.

However, the Korean Confederation of Trade Unions (KCTU) argues such a change could lead to an abuse of employer power. In a recent study of temporary labour, it found 61.7 per cent of contract workers had been in their jobs for more than 12 months and a third had worked in the same company for more than three years.

Encouraging a larger contingency workforce through the development of private leasing agencies would certainly help to reduce labour costs for many employers by freeing them from many of the legal obligations they are required to meet for

their permanent employees. But the KCTU argues such a reform would arouse discontent between workers and introduce greater workplace insecurity.

Employers are also calling for more flexible working hours to help cut back overtime. The trade unions seem willing to go some way to meet this demand as long as it goes hand in hand with an overall reduction in the length of the basic working week to 40 hours by the end of the century.

Most important, employers want to see established in law their right to lay off workers on principle, something recent court judgments have encouraged. The trade unions are opposed to such a change and want clear protection for employees from unfair dismissal.

"Such a legal guarantee is needed because of the absence of an effective social welfare system which can provide basic welfare for the dismissed workers between jobs," says the KCTU. "Under the current conditions, a dismissal may mean a permanent exit rather than a relocation in the labour market."

The employers seem unlikely to secure all that they want. It is not only that they face determined trade union opposition. The government remains unwilling to abandon basic protections for workers in the name of economic freedom.

President Kim Young-sam made clear last spring when he established the industrial relations commission that while the employment laws needed to be changed in a "flexible and responsive way", the emphasis needed to be on developing education and training for workers.

A rapid dismantling of current protections to create a more flexible labour market might endanger industrial peace even if it did go some way towards opening up South Korea's often rigid employment system.

Labour: by Robert Taylor

Under the international spotlight

Membership of the OECD will make it harder to ignore demands for reform

In spite of the South Korean government's promise on last month's entry to membership of the Organisation for Economic Co-operation and Development to carry through industrial relations reform within the present session of parliament, observers remain doubtful about its commitment to core labour standards, such as freedom of association and collective bargaining.

Douglas Johnston, the OECD's director-general, believes the country is committed to bringing its laws - many dating back to the military dictatorship more than 30 years ago - into line with the basic conventions of the International Labour Organisation (ILO) it joined five years ago. John Evans, general secretary of the OECD's

trade union advisory committee, also remains optimistic progress can be made to satisfy the concerns of organised labour.

Others are more cautious. Youngmo Yoon, head of the international department of the unofficial Korean Congress of Trade Unions formed last November, says the government has made "no commitment" to reforming the labour laws despite the international pressures that delayed the country's OECD membership application for at least a month.

More than 50 trade union activists are in jail for alleged offences under the country's criminal and industrial relations laws. Young-ki Kwon, the KCTU's president is on trial after being released from detention earlier this summer. This does not suggest a relaxed attitude to labour reform.

President Kim Young-sam's election promises of the development of a "new

industrial relations" have so far failed to produce results. An attempt to make changes in 1992 ran into resistance from employers. A commission created this summer under the chairmanship of former prime minister Hyun Seung Jong to come up with an plan for industrial relations reform remained deadlocked for months. Employers, led by hardliners from the Federation of Korean Industry, have resisted suggestions of strengthening collective rights of workers.

Three fundamental problems lie at the heart of the country's industrial relations system. Firstly, a 1963 law bans more than one trade union in each enterprise, one industrial union or federation in each industry and one national union centre.

The law has denied official recognition to the KCTU and its industry-based affiliates. "Our problem is we are illegal in the eyes of the state," says Mr Yoon. "We are fighting for survival."

The second issue concerns the banning of so-called third party intervention. Under a 1980 law, those not directly employed by a company or enterprise union cannot provide support and guidance.

As a result hundreds of trade union activists have been imprisoned or dismissed from their jobs over the past 16 years. Trade unions are also forbidden from participating in political activities.

The third issue is the continued refusal of government to allow teachers and civil servants to join trade unions, which is contrary to ILO conventions.

Both the KCTU and the officially-recognised Federation of Korean Trade Unions (FKTU) want these legal restrictions lifted. Since South Korea became a full member of the ILO in 1991, it has come under increasing pressure to comply with these demands. The government's attitude to industrial relations has

become a test of its readiness to accept standards taken for granted in most other OECD countries.

Senior officials, particularly in the ministry of labour, acknowledge the need to change industrial relations laws to ensure stability and cohesion. But the finance and trade ministries fear a damaging trade union offensive in industry if they give way. Kim Sung-jin, FKTU international secretary, is worried the trade unions could find themselves on the margins if they do not address widespread criticism of their activities.

This apparent deadlock over industrial relations is seen by some observers as a reflection of the widening gap between the speed of the country's economic advance and the inflexibility of its highly conservative social system to adapt to change.

But with South Korea in the OECD, the government and employers will find it harder to ignore demands for reform.

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4 SOUTH KOREA

Banking by Khozem Merchant

Domestic rivalry intensifies

Once instruments of the state, the banks are starting to fend for themselves

In Seoul these days, some bankers allow themselves to smile a little. Things can only get better, they say, after more than two decades of low-interest loans to government-favoured industrial sectors where many ventures were commercially risky and bad loans accumulated. "Banks made loans - so called policy loans - which good banks should not have made," says Eugene Yun, managing director of Deutsche Morgan Grenfell in Seoul.

South Korea's bad loans crisis is unique in that it was driven not by commercial groups acting independently, as in the property-loans debacle in Japan, but by banks acting as instruments of the state.

"For years government intervention with policy loans to designated industries has been the biggest negative factor for the banking sector," says James Han, banking analyst at BZW Securities in Seoul. "But it has diminished and is unlikely to be revived on nearly the same scale."

Although the relationship with government persists, such as in so-called window

guidance on the deregulation of commercial bank interest rates, several developments suggest banks will have to fend for themselves as the authorities encourage more domestic competition.

First, merger laws to be introduced next year are likely to lead to consolidation in a country regarded as over-banked. The consequence could be job cuts - controversial in the full-employment economy. Ministry of finance officials say tax benefits will be offered for "rationalisation".

Second, deregulation will nudge along the shift to a market-led banking sector. The first big step in this direction was commercial interest rate liberalisation, started in 1992 and due to be completed next year.

Third, three difficult years of heavy loan-loss provisioning are almost at an end with the expected normalisation (resumption of interest payments) next year of some non-performing loans after "grace" periods of between 10 and 20 years. More than half of all non-performing loans at the Commercial Bank of Korea, one of six big Seoul-based banks that dominate the sector, are "policy loans" that will resume interest payments next year.

As loan-loss provisions fall over the next 18 months, analysts predict strong earnings growth for the big banks. But the legacy of bad

debt will be hard to shake off. Three years ago, the government unveiled tough criteria on loan-loss provisioning. The impact was severe. Banks were not only saddled with a mountain of bad debt - which accelerated in the mid-1990s when several construction companies were brought to the point of bankruptcy - they also had to make far greater provisions.

In 1995, 10 top Seoul-based banks wrote down W1,413bn in combined loan-loss provisions, compared with only W819bn in combined net earnings. Between 1993 and 1995, combined provisions for the top 10 banks totalled W4,109bn, compared with net earnings of W2,849bn over the same period, say analysts.

The Office of Banking Supervision, the government watchdog, says net income for the country's 26 commercial banks (Seoul-based and smaller provincials) to June this year totalled W437.5bn, compared with W887.6bn for the full year in 1995.

Bad loans at the 26 banks amounted to W2,696bn in the first six months of this year, up 17 per cent on the same period a year before, according to the OBS. However, the OBS's definition of bad loans is narrower than the international convention, and foreign bankers estimate the true extent of non-performing loans may be three times as large as stated.

"Korean banks have suffered from large overhang of non-performing loans in comparison with advanced countries," says Song In-pil, deputy director of the OBS supervision department.

Nevertheless, the banks will emerge with stronger balance sheets from their write-downs and squeezed margins. "This is a period of recovery for banks and they should view market forces as being of real benefit," says Mr Han at BZW.

Finally, with large branch networks, CBK and its Seoul rivals are well positioned to exploit an undeveloped retail banking sector. Between 1988 and 1995, household loans nearly doubled to 11.8 per cent of total lending. This trend is forecast to accelerate and banks are experimenting with financial products such as mortgages and credit cards as they start to compete in the consumer sector.

While South Korean banks still lack the competitiveness of foreign rivals, retail banking is one arena in which they can compete, says Song In-pil. The big Seoul banks, with access to consumers and potential depositors, and extensive branch networks outside the cities, are unlikely to encounter competition from foreign banks, which say bankers, confine their interest to corporate business.

The move into retail and other new business areas was partly a response to an easing of links with the once-favoured chaebol (corporations) which are increasingly opting for direct financing from capital markets.

To fill the income gap - exacerbated by greater loan-loss provisions - many banks turned to securities investments and reaped the benefit from a bullish Seoul market in 1994. By mid-1995, the market fell sharply but banks continued to raise their stock holdings to 13.7 per cent of total assets. As market sluggishness continued during the year the dangers of using capital gains from securities to bolster profits became apparent.

Lessons have been learned. In the first half of this year, banks increased their stock holdings by just 1 per cent, compared with 24 per cent in the same period a year earlier. The loss of earnings will be felt this year but by 1997 the impact should be minimal, especially as non-performing loans normalise.

That will be of some comfort as banks address deep-seated internal dilemmas, such as a severe lack of credit risk skills. Years of unquestioning service to government suppressed any culture of risk assessment. As banks brace themselves for a fiercer world, the anomaly could prove telling.



Far flung: Daewoo has become the single largest foreign investor in places such as Vietnam. Sarah Murray

Investment by John Burton

Business beckons on foreign shores

Responding to higher costs at home, companies have been setting up overseas

In the last three years, Korean companies have broken out of their protected home market and invested heavily abroad.

Daewoo, for example, has become the single largest foreign investor in such disparate places as Vietnam, Uzbekistan and Romania, while it recently agreed to take over Thomson Multimedia, the troubled French electronics company.

Samsung, Hyundai and the LG Group are establishing large electronics plants in the UK and are doing the same in other countries, from China to the US.

The arrival of the Korean chaebol, or conglomerates, on foreign shores is reminiscent of the overseas expansion of Japanese corporations in the 1980s and is largely motivated by the same "push/pull" factors.

The push is being applied by high production costs at home. Korean wages are the second highest in east Asia after Japan, while industrial land is expensive. Domestic interest rates of 12 per cent are a further financial burden.

The chaebol's response has been to flee abroad, particularly to China and south-east Asia, where wage and land costs are much lower. Asia accounts for half of total overseas Korean investments of \$17.3bn.

The pull factor is more evident elsewhere. Fear of potential trade barriers has spurred the chaebol to the European Union, while access to advanced technology and a large market have attracted Korean investors to the US.

But the corporate expansion abroad has created controversy at home. Government officials have warned about a "hollowing out" of Korea's industrial base, particularly in the electronics

and car sectors. They also worry that failures abroad could weaken the heavily-indebted chaebol who would then have to be bailed out by the state.

Economists believe these fears are exaggerated. Overseas investments amount to only 0.67 per cent of Korea's gross national product, while they account for 1.7 per cent of total corporate investments - far below the foreign investment levels of Japan or Taiwan. "A series

This has led to a "bandwagon effect" as the chaebol imitate each other in setting up facilities in the same region. Korean companies have concentrated electronics plants in the UK. For example, and car plants in eastern Europe.

The government recently said it would limit such "unhealthy" competition in overseas investments by car-makers. Shortly after, Daewoo announced it was abandoning a plan to expand a car plant in Indonesia, where Kia Motors has gained a firm foothold.

There is also debate over the chaebol strategy of making large investments in emerging markets. "The chaebol are attracted to developing countries because it duplicates their experience in Korea. But what they should be doing is developing skills to compete in the tougher markets of the advanced industrial nations," says Mr Park.

Analysts also criticise the chaebol for underestimating the risks in taking over troubled western companies. A recent series of corporate bids have been motivated by the need to acquire technology and market access.

But many of the acquisitions have yet not proved successful, including LG Electronics' takeover of the US television manufacturer Zenith and Samsung's purchase of AST Research, a US personal computer maker. Concerns are growing over Daewoo's planned acquisition of Thomson Multimedia and Samsung's bid for Fokker, the bankrupt Dutch aircraft company.

One weakness in reviving these companies is the lack of global experience among Korean managers. To give Korean corporate management a more cosmopolitan outlook, the chaebol are committed to hiring more foreign executives. But this is not likely to help until the chaebol abandon their autocratic management structures in favour of decentralised decision making.

Overseas investments by the chaebol (1993-first half 1996)	
	US\$
Daewoo	1.4bn
Hyundai	1.24bn
Samsung	1.19bn
LG Group	982m

Source: Ministry of Finance and Economy

Finances by Khozem Merchant

Caution prevails

Whether OECD membership will speed the pace of financial reform is still unclear

The notice on the door of meeting room 510 in the ministry of finance and economy said simply: "OECD". It was the first working day after Seoul's formal invitation last month to join the Organisation for Economic Co-operation and Development and the assembled bureaucrats were discussing financial liberalisation in South Korea.

So far the process of reforming the country's protected capital markets, the most controversial of the OECD entry requirements for South Korea, has been slow. It is uncertain whether membership will accelerate Seoul's efforts.

Liberalisation would reduce the country's high capital costs, but President Kim Young-sam's govern-

ment opposes hasty deregulation as it could lead to monetary instability. Presidential elections are due to be held late next year and though Mr Kim is ineligible to stand, he does not wish to hurt the ruling party's chances by further surrendering economic leverage to market forces.

While acknowledging the long-term benefits of liberalisation, the authorities remain reluctant to relinquish economic levers in the short term. Gradualism is defended by officials who argue a troubled economy would also damage the OECD's image. "We want a robust South Korean economy within the OECD," says Keum Jeong-Yeon, a senior official at the ministry of finance and economy.

The government argues that dismantling capital controls is dangerous so long as South Korean interest rates remain 6-7 percentage points higher than overseas rates. To quickly relax controls would invite a deluge of for-

eign capital inflows, pushing up inflation and causing currency appreciation that would damage exports.

The authorities say complete capital account reform could only be realistically undertaken when the interest rate differential falls to about 2 per cent. Some officials admit the gap may not be narrowed until after 2000.

Some private-sector analysts sympathise with the authorities' dilemma. The government has "valid concerns in resisting pressure to dismantle controls in the current situation," says an analyst in Seoul. "I don't believe it has the political courage to press ahead with this aspect of liberalisation in the short term."

At the same time, Korean economists say the government must grasp the political nettle, despite criticism from the political opposition in Seoul. "Many [in the opposition] view financial liberalisation as a cost of entering the OECD. But it should be viewed as an opportunity,"

says Oum Bong-sung, director of the Korea Development Institute.

Financial liberalisation, for example, would help reduce the heavy debts of leading Korean conglomerates, which normally have a net debt/equity ratio of 150 per cent or more, by improving access to cheap capital.

Under the government's step-by-step "schedule for financial reform", foreign banks and securities companies will be allowed to set up subsidiaries in Korea from December 1998, giving foreign institutions greater latitude for raising won funds locally, including from the central bank, where access has been severely limited.

Foreign banks argue that such a relaxation is necessary since they are obliged by the government to lend 35 per cent of their loans to small and medium sized enterprises. This, they argue, amounts to de facto support of a commercially unattractive sector which has been starved of investment for the past three decades of industrialisation when resources were focused on the chaebol.

Foreign institutions are also seeking an easing of limits on portfolio investment, while South Korean companies also support a lifting of capital controls to gain access to a pool of cheap foreign funds.

The government has conceded some ground by agreeing to abolish, from Decem-

ber next year, a rule requiring South Korean companies to finance up to 20 per cent of their foreign investments from domestic sources or their own capital.

The bond market remains almost closed to foreign investors, a source of intense frustration. Foreign investors are permitted to buy long-term, non-guaranteed bonds in SMEs, though this has not provoked an enthusiastic response. Further easing is promised from 1999.

Access to the stock market is being relaxed too. The current ceiling on aggregate foreign equity investment has been raised to 20 per cent which could help revive the Seoul index, down by 36 per cent since October 1994, the end of the last big rally. The ceiling will be raised by 3 percentage points a year until 2000 when it will be abolished. Individual shareholder ceilings will be raised from the current 5 per cent to 10 per cent by 1999.

In June, the government unveiled additional measures designed to reduce official interference with market price fluctuations and initial public offerings. In the future, the issuer and underwriter, and not government, will determine the volume, price and timing of equity offerings.

The government's cautious approach suggests it aims to comply with OECD requirements but at its own pace. Room 510 is likely to see many more OECD sessions.

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New mergers law by Khozem Merchant

Phenomenon a necessary evil

While viewed by many with alarm, hostile takeovers may help create greater efficiency

South Korea's new domestic mergers law is modestly described by one official as a "tidying up exercise". But the rules could create havoc as a new phenomenon - the hostile takeover - becomes a possibility. The legislation is politically controversial because it could lead the way to radical restructuring and large lay-offs, unprecedented in full-employment South Korea.

The law, which comes into effect next March, months ahead of the presidential election and as the economy slows, has provoked heated debate in the national assembly, unease within vulnerable businesses and opposition from powerful unions fearing job losses.

"The criticism is understandable," says Kwon Tae-Shin of the ministry of finance and economy. But he says the changes are a necessary "tidying up" job designed "to introduce a clear and transparent set of rules" to an activity often shrouded in secrecy. Word of mouth agreements are common and there is little accountability, he says.

However, the law highlights a broader concern associated with South Korea's maturing economy.

Supporters say the legislation will help remove inefficiencies in the economy by focusing attention on the many weak and uncompetitive companies protected through complex share-holdings by powerful chaebol.

Under the new system, companies must declare to the regulatory authorities a stake exceeding 10 per cent in a target company. A 25 per cent holding automatically triggers a formal takeover bid, at which point the predator must raise his holding to at least 50 per cent. An unsuccessful bidder could still be allowed to exercise some management influence.

All 722 listed companies on the Seoul market except 30-40 so-called "national interest companies" are fair game for takeover, though the regulatory authorities will have the final word. "We do not envisage too many rejections," says Mr Kwon. The new rules, says Mr Kwon, also apply to foreign companies targeting local ones, though realistically it is unlikely they would pass the scrutiny of the regulatory authorities.

Most affected will be the banking sector for which the government is preparing supplementary laws to encourage consolidation. Most of the country's 26 commercial banks are emerging from a period of heavy loan-loss provisions and some are regarded as inefficient and vulnerable.

Most analysts believe the legislation is long overdue and that banking will be the first battleground. Banks, which despite their nominal private status continue to be guided by the ministry of finance and economy, will be under intense pressure to consolidate under the new law, which empowers the government to enforce the merger of weak institutions with stronger ones.

The law also allows for the appointment of outside directors with a say in mergers, budgets and sanctioning loans. Banks oppose outside directors and believe the measures may be hasty.

"It is controversial but our explanation is that banks need to rationalise, merge and improve efficiency. Decisions on job cuts will be left to the banks but the government will give carrots [for lay-offs]," says Keum Jeong-Yeon of the ministry of finance and economy. The jobs cuts measure comes ahead of an extensive examination of the rigid labour market by a presidential commission which is expected to endorse new rules for dismissing workers.

Analysts believe the half dozen big Seoul-based banks that dominate the sector and are big employers, would bid for their smaller provincial rivals, absorbing extensive branch networks that would strengthen their position as competition intensifies in retail banking. Analysts predict 3 to 4 mergers over the

next 18 months and say that the exercise is essential for "management discipline".

Central bank officials say that banks will be offered incentives to ease the pain of jobs cuts, a move designed to appease powerful financial sector unions.

Analysts say many interested parties are already mobilising funds for the new era. The list is likely to include the chaebols, which are currently limited to a 4 per stake in banks. But public opinion and bureaucracy are likely to ensure the ceiling is not raised, says Lee Hahn Koo, president of the Daewoo Economic Research Institute.

"It would be unwise at this time to blur the lines between ownership and management," he says hinting at chaebol's current unpopularity. "But as shareholders, chaebol should be given the opportunity to improve banks' efficiency, perhaps by voting collectively with other chaebol, he says. Many believe the chaebol would use banks to serve their own interests rather than develop the universal banking system the legislation aims to promote.

The mergers law breaks new ground, commercially and culturally, in South Korea's export-driven economy, the broad consensus favours allocation of scarce resources to manufacturing, rather than squandering it on speculative takeovers. And South Korean compa-

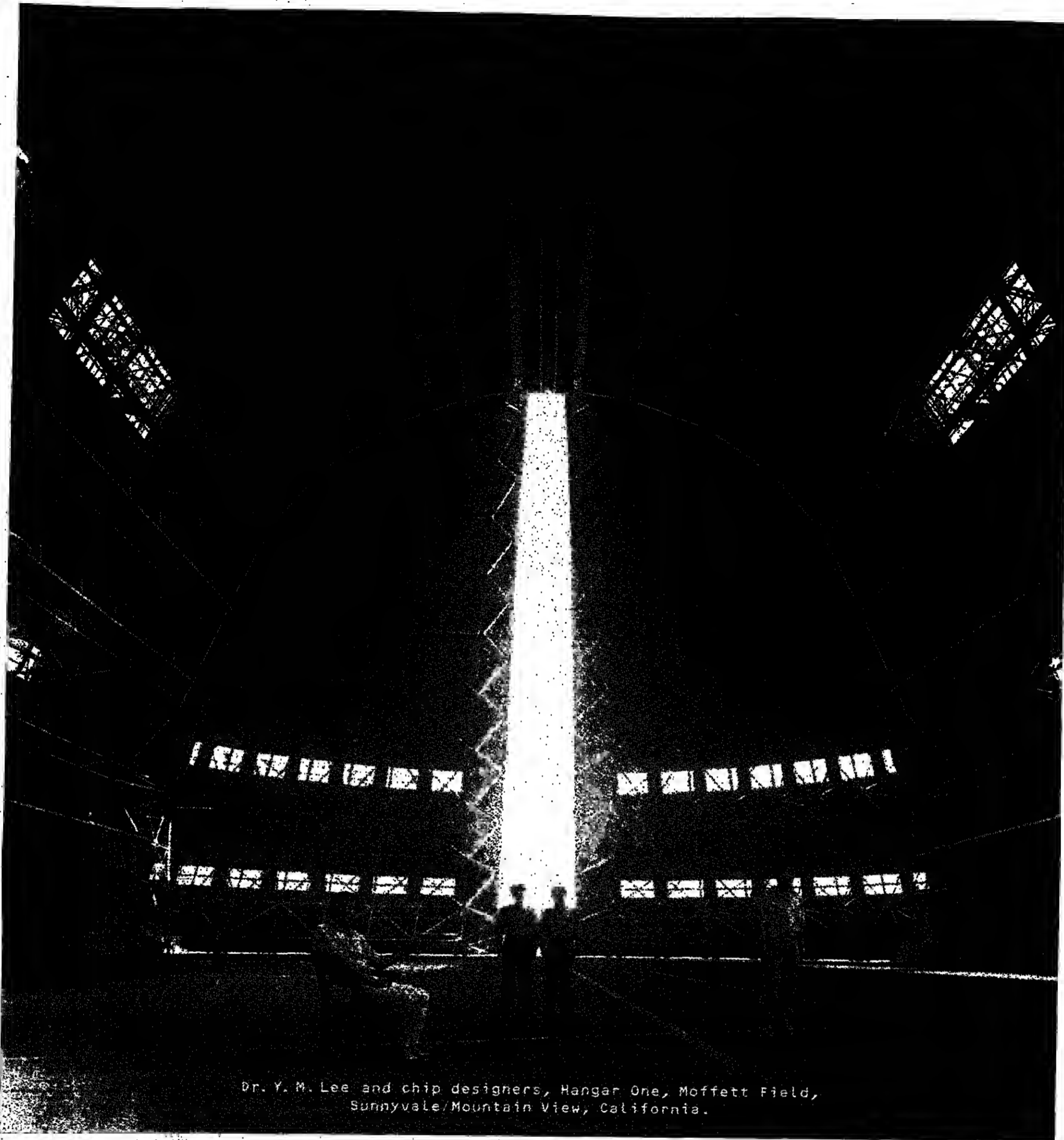
nies with their blurred and narrow ownership base, lack the shareholder "activism" of Anglo-Saxon economies that drove the merger mania in the US and UK in the late 1980s.

There is still a cultural groundswell against mergers and the Anglo-Saxon system, but we have too many loopholes which favour the commercially powerful. We need clarity," says Kwon Tae-Shin. Analysts say merger activity will remain modest until the culture of shareholder value develops. This culture could ultimately deliver the efficiencies.

Yet the Anglo-Saxon system is not totally alien to Korean companies. They have bloodied their fingers in takeover battles overseas on a more level playing field in the fight for global market share. Typical was Daewoo Electronics' acquisition last month of Thomson Multimedia of France in a \$1bn deal after an eight-month battle with a rival European group.

At home the rare instance of mergers have either provoked political opposition or resulted in the partners simply making a mess of marriage. For example, Samsung, the electronics chaebol, two years ago made a bid for Kia, a car manufacturer, but was stopped by the government. In the 1980s Seoul Trust Bank merged with First Bank and to this day they run overlapping services. The precedents are not attractive.

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6 SOUTH KOREA

Area: 98,381.8 sq km
 Population: 44,453,179
 (1994 official estimate, mid year)
 Currency: Won
 1995 average \$1=Won771.056
 Nov 7 1996 \$1=Won828.25
 Languages: Korean

Main towns and populations (1990 census)
 Seoul (capital) 10,618,577
 Pusan 3,798,113
 Taegu 2,229,040
 Incheon 1,817,919
 Kwangju 1,198,003
 Taejeon 1,045,578



	1995	1996 (f)
Total GDP, real terms (Won billion)	257,536	274,893
Real GDP growth (annual % change)	8.0	6.8
GDP per head (\$)	10,155	10,873
Inflation (annual av. % change in CPI)	4.5	4.8
Average hourly earnings (annual % change)	13.0	9.8
Agricultural output, real (annual % change)	2.8	1.0
Industrial output (annual % change)	10.3	7.1
Services output, real (annual % change)	8.6	7.3
Money supply, M2 (annual % change)	15.8	14.4
Foreign exchange reserves (\$bn)	32,878	37,400
Total foreign debt (\$bn)	74,619	93,428
Debt service (% of exports)	7.0	8.3
Government spending (% of GDP)	18.2	20.1
Current account balance (\$bn)	-9,251	-15,705
Merchandise exports (\$m)	123,203	133,280
Merchandise imports (\$m)	-127,949	-143,100
Merchandise trade balance (\$m)	-4,746	-9,850
Main trading partners (1994)**	Exports	Imports
US	21.4	21.1
Japan	14.1	24.8
Hong Kong	8.3	n/a
China	6.5	5.3
Germany	4.5	5.0

Source: ISTAT Europe

Infrastructures by Khozem Merchant

Serious system overload

Lack of capital may stall Seoul's ambitious plans to upgrade the transport network

Football travels well, but footballers may not when South Korea co-hosts the World Cup in 2002 and they encounter inadequate transport. Joint developments between government and business aim to improve this but lack of funding may prove an obstacle to Seoul's plans to install a transport network worthy of an OECD economy.

The government says \$445bn will be needed from next year to 2011 for its ambitious list of infrastructure projects, peaking at 3.5 per cent of gross domestic product by 2001 before dipping to 3.0 per cent a decade later. The expenditure would include a 10 per cent contribution from the private sector. Yet the government

already estimates a shortfall of \$19bn by 2001 and \$42bn by 2011.

As South Korea's economy grew 13 per cent annually in the mid-1980s, transport was neglected. Less than 2 per cent of GDP was spent on transport - low by OECD standards.

Shortage of capital has been central to the problem in part because of the country's closed financial markets. So the government has turned to private sector.

While industry has delivered the country wealth, it has in turn been poorly served by its transport network, which with high labour, capital and land costs, hurt competitiveness.

more jams as the number of cars rises from 8m in 1986 to 23m in 2001. Ports are only able to handle 68 per cent of cargo deliveries, costing the industry \$800m a year in delays and lost earnings and Kimpo airport, South Korea's largest where passenger traffic grew by 24 per cent last year, is operating at full capacity.

"These burdens make South Korea relatively uncompetitive, which it cannot afford at a time when the economy is slowing," says Han De-Young, head of transport planning at the department of construction and transport in Seoul. He says the government's building programme includes high-speed railways, airports, ports and roads, creating a network which would free roads for commercial traffic by encouraging individuals to switch to rail. How this will be financed remains unclear, however.

Three broad revenue areas have been identified:

- Higher fuel levies;
- Higher tolls and user charges; and
- Proceeds from privatisation, although how much this will yield is unclear given the delay in sell-offs.

Additional funding will be generated by government bonds and use of "public funds" - thought to refer to the use of public pension funds, although government opacity on costing has clouded the issue.

The private sector is another source. Last year, 10 projects involving the private sector were initiated, covering roads, high-speed rail links, light-rail transit, expressways and a cargo terminal at the new Seoul airport. Of the \$135bn these projects will cost, the private component is \$11bn. Private companies will be invited to participate in another seven projects this year.

The government has eased some capital market restrictions by allowing participating companies to raise overseas funds of up to \$5m per project to import capital equipment. But direct foreign investment will have to wait until the authorities liberalise the capital markets

under the terms of South Korea's OECD entry.

Private companies will participate as part of consortia, says Mr Han, in "build, transfer operate" and consortia will have operating rights for 30 years.

While some projects will offer a rate of return lower than, say, domestic bonds, private-sector companies are attracted by associated benefits, such as tax concessions and the right to develop commercial property and housing estates along the route.

The transport strategy focuses on three areas: road and railways, airports and ports. By encouraging construction away from points of congestion, the government also hopes to achieve a regional balance in economic growth - overlooked by planners in the past decade.

A regional transit hub is planned with an airport to be built on reclaimed land at Incheon, 52km from Seoul, with an associated port and business centre. Costing \$12.5bn over two stages and due for a phased opening from 2000, the airport will compete with Kansai in Japan, Hong Kong and Shanghai as a regional transit hub, says Mr Han. The government aims to attract over half the investment from the private sector.

More ambitious is the Seoul-Pusan high-speed rail link, a wholly government-funded scheme costing \$14bn and forecast for completion in 2002. Seoul and Pusan lie at either end of the economically dominant north-south corridor in which 70 per cent of the country's industrial activity takes place and where the bulk of the 41m population lives.

Planners promise a two-hour service between the capital and Pusan, a journey through mountains which takes 20 hours today.

Yet the project is already behind schedule due to construction problems and rising costs, and football fans hoping to use the high-speed railway to shuttle between World Cup games in Seoul and Pusan may be forced instead to rely on the current crowded train system.

The role of women: by Robert Taylor

Ancient prejudices

The status of women in Korean employment and society remains woefully low

South Korea - more than most countries - is a male dominated society. "It is going to take a long time to change the basic attitudes of men towards women," says Mih Yo Roh, vice-president of the Korean Women's Development Institute, a state-run body committed to improving the status of women in society.

Mrs Roh says women are subject to sexual discrimination, forced to leave their jobs when they marry and have to retire earlier than their male counterparts. Women's wages average 55 per cent those of men and few women reach the higher ranks of industry, finance and politics.

The state has promised action. A five-year plan aims to further the objectives of the Women's Development Act, passed by the national assembly recently and funding is being provided in the 1997 and 1998 budgets to further the process. One measure aims to give more mothers access to childcare facilities. At present only about 19 per cent of Korean children under six have access to facilities. The state aims to raise this to 60 per cent.

Other measures include targets for female employment in the public sector, with quotas in middle-ranking administrative jobs and encouraging schools to educate girls in industrial design and computer skills. Science and engineering will be developed in women's universities.

Such developments need to be put in perspective. The percentage of Korean women

in the employed workforce was 48.3 last year, compared with 37 per cent 20 years ago. Most women are in low-paid jobs in manufacturing and services.

South Korea is not unique in its under-use of women at work. But disturbing trends provide evidence of more widespread oppression than elsewhere. Violence against women, especially abuse by husbands of wives, is growing. Whether a law passed two years ago enabling a third party to report rape by a relative to the authorities will make a difference is unclear. But divorce remains taboo and women alone are treated as pariahs. Women can be trapped by family structures in which the male reigns supreme.

Most alarming is the preference for sons over daughters seen in the country's fertility and population statistics. Women enjoy average life expectancy of 76



Second class citizens: few women reach the higher ranks of industry, finance and politics

years compared with 68 for men. But just over half Korea's population are men not women. The birth rate is 1.7 children per family.

Pressure to produce male rather than female offspring can be seen in the ratio of boy to girl births. This is 106.1 to 100 for the first child, it rises to 206.9 to 100 for the third child. This suggests the widespread aborting of female foetuses, a trend that is increasing. To

combat this, a recently introduced law aims to deprive doctors of their licence to practice if they carry out tests on women to discover the gender of their foetuses. Many in Korea blame Confucian values with its glorification of men over women for this. "It teaches that women's place is in the home and women are an inferior species to men," says Mrs Roh. Social change accompany-

ing rapid urbanisation and the development of a more service-oriented labour market may help modify such prejudice. State backing for an end to gender discrimination may also help. A far more effective stimulus for change, however, may be South Korea's serious labour shortage as however resistant South Koreans are to employing women, their dislike of employing foreigners may prove stronger.



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